

“Burnout” a not-so-novel epidemic

Dr. Alykhan Abdulla and NP Hoda Mankal

On August 18, 2021 the OMA Burnout Task Force released a 48 page document titled [‘Healing the Healers: System-Level Solutions to Physician Burnout’](#). In it, Burnout is defined as a “work-related syndrome; it is characterized by emotional exhaustion, depersonalization, feelings of detachment/cynicism toward people and work as well as a reduced sense of personal accomplishment”. In order to address physician and nurse practitioner burnout, we need to [quit multiplying by zero](#) (2) in order to build [health care provider resilience](#) (3).

There is a simple equation (2) to illustrate a shared responsibility model for Physician and NP Wellness. Physician and NP *health* (H) is the product of *individual* practitioner factors (I), the *culture* of medicine I, and the *system/organization* (S).

$$H = I \times C \times S$$

All of these factors combined have an effect on the outcome of overall clinician health and wellbeing. Changes must occur at the system and organizational level to address this epidemic. In the meantime, how can we change ourselves to improve our own health? Dr. Mamta Gautam, the chair of the OMA Burnout Task Force recommends the [5 C’s of Physician and NP Resilience](#) (3):

1. **Confidence** — having the self-awareness to understand our strengths, weaknesses and limits.
2. **Commitment** — understanding our balanced sense of commitment to our work and our own personal priorities and ensuring that it continues to bring us joy.
3. **Caring connections** — identifying the important people in our personal and professional life who support and sustain us and making concrete steps to maintain and enhance these relationships.
4. **Calming** — recognizing when we are not feeling calm and identifying strategies to allow our feelings, burn off negative energy, and regain a sense of calm.
5. **Care of self** — recognizing the need to care for ourselves on an ongoing basis, so we can regularly invest in ourselves to be available to those who count on us.

Your ESO OHT colleagues are here to support you with a series of short practical articles and resources. Let us build a community of physician and NP wellness champions. We are in this together!

Please reach out to us if you want to learn more.

REFERENCES:

1. <https://www.oma.org/newsroom/news/2021/aug/ontarios-doctors-report-increased-burnout-propose-five-solutions/>
2. <https://cjpl.ca/zer.html>
3. <https://cjpl.ca/fivec.html>

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