

**Work-life Balance (WLB):
A History**

- Manufacturing laws of the 1800s
- Fair Labor Standards Act of 1938
- Women's Liberation Movement (1980s)
- Modern Concept

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WLB in Physicians

- Physician Work-Life Study
- April 1998
- National meeting of the Society of General Internal Medicine
- Further broken down into Work Lives of Women Physicians

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**Work Lives of Women
Physicians**

- Female physicians were found to:
- Have more female patients
- Have patients with more complex psychosocial problems
- Have the same number of complex medical patients

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Work Lives of Women Physicians

- Female physicians:
 - Experienced more time pressure (36% more time needed compared to 21% for male docs)
 - Reported less work control
 - Made approximately \$22,000 less than men.
 - Had 1.6x the odds of reporting burnout

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Advice from Women Physicians

- Don't bring work home. When I work late or get stuck at work, we try to have a family dinner in the hospital cafeteria to spend time together. - Dr. M., Trauma Surgeon
- I blocked my schedule to be at every kid's event I could so I wasn't the only mom not there. - Dr. S., Breast Surgeon
- I began to work part time to spend more time with my family. - Dr. J., Family Medicine

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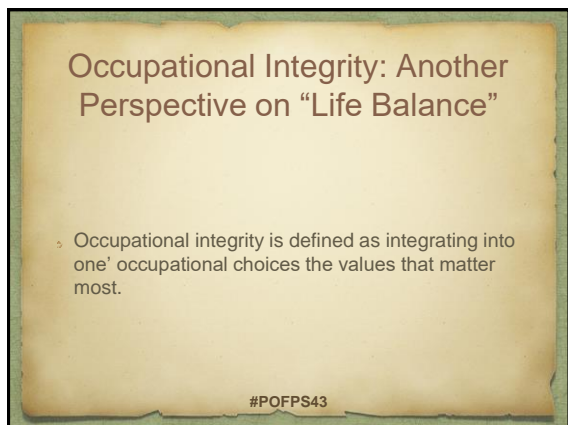
“Occupational Integrity”

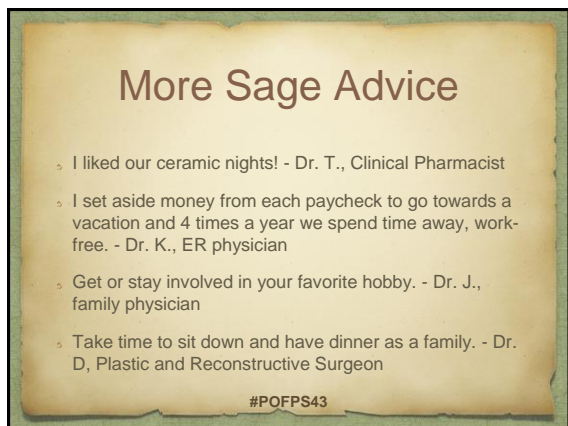
- A Canadian study in 2008 proposed that WLB be thought of in terms of integrity, rather than balance.



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Burnout and Satisfaction With WLB Among US Physicians Relative to the General US Population

- Shanafelt, et al published a study in 2012 that compared burnout and satisfaction with WLB among US physicians and compared it to the general population of the United States.

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Shanafelt (2012)

- 27, 276 physicians received surveys
- 7,288 completed the survey (26.7%)
- The Maslach Burnout Inventory was used to assess the data

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Maslach Burnout Inventory

- Proprietary, so I can't show it to you!
- Consists of 22 items
- Used to assess burnout in human service, education, business, and government occupations.
- Takes 10-15 minutes to administer.

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Abbreviated MBI

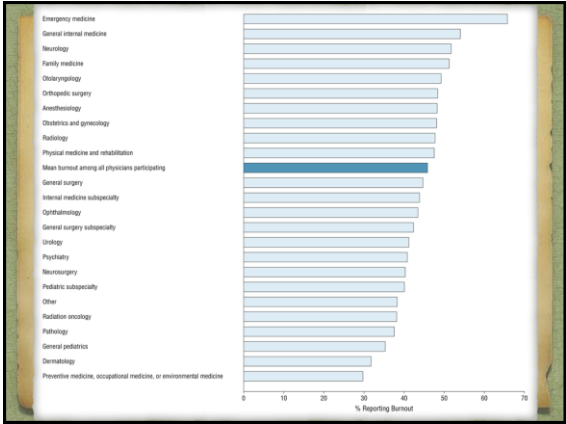
Medical Version

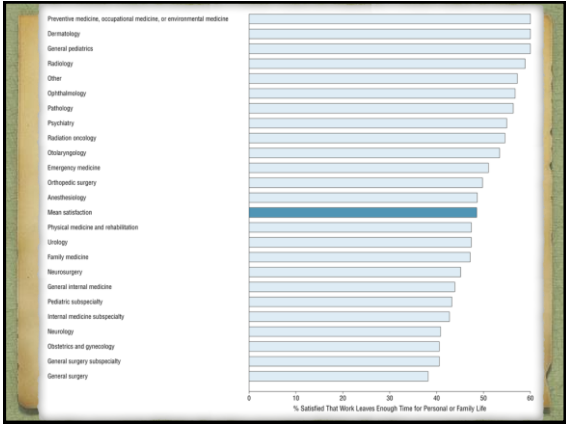
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Comparison to Population

- When compared to population controls, physicians were older, more likely to be male, and more likely to be married.
- Physicians worked a median of 10 hours more per week.
- 40.1% of physicians vs. 23.1% of population did not think their work schedule left enough time for personal or family life.
- Men and women in the population were equally dissatisfied where female physicians were slightly more likely to be dissatisfied.

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Shanafelt (2012)

- The study also asked a 2-item section to measure burnout and found that physicians were at higher risk for emotional exhaustion, depersonalization, and overall burnout.
- Lower risks for burnout overall: being older, being married, lower hours worked.
- Level of education

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Shanafelt (2012)

- Almost 1 in 2 physicians experienced symptoms of burnout.
- Little evidence available about how to fix the problem.
 - Is the problem us or the system?
 - Do we need to fix us or the system?

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More Sage Advice

- I watch HappyDoctorMD on YouTube. - Dr. S., family medicine
- I leave notes behind for my family while I'm working on a shift so they know I'm thinking of them. - Dr. K., EM physician
- I allow him time to decompress when he comes home from a shift before I get on him about the issues at home. He'll talk when he's ready. - Mrs. H., EM physician spouse

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Changes in Burnout and Satisfaction With WLB in Physicians and the General US Working Population Between 2011 and 2014

- Shanafelt and his colleagues published a follow-up paper in 2015 gathering similar research 3 years after the first paper.

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Shanafelt (2015)

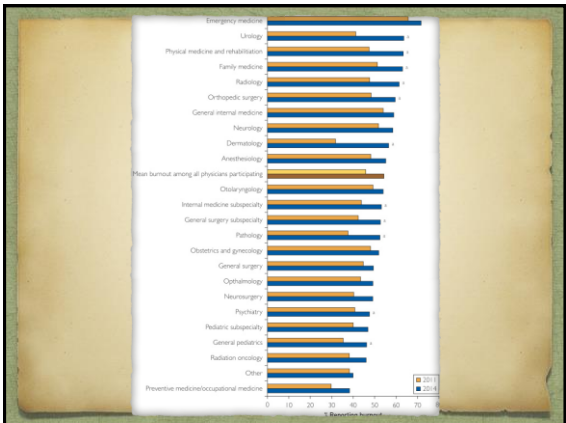
- 35,922 physicians received an invitation to participate.
- 6,880 (19.2%) completed
- 54.4% of physicians had at least 1 symptom of burnout. (45.5% previously)
- 40.9% of physicians were satisfied with WLB (48.5%)

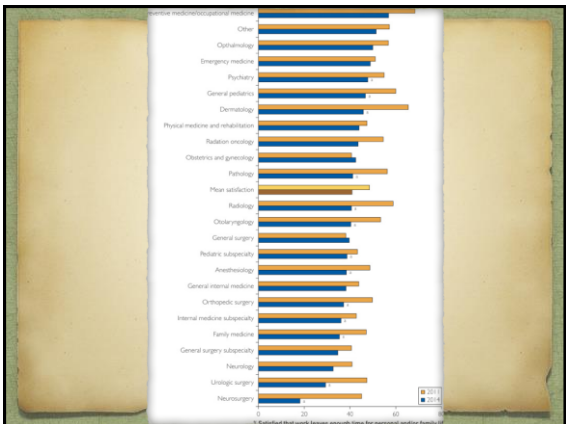
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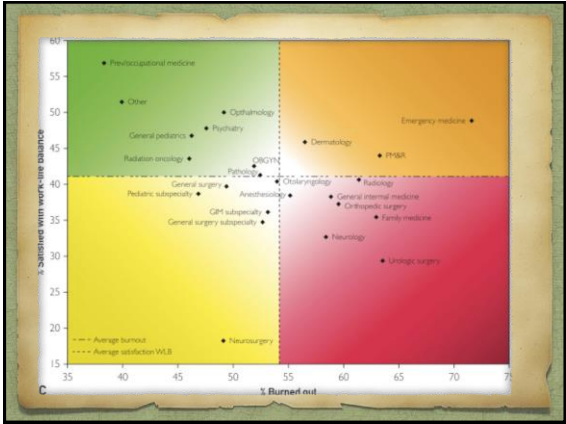
Shanafelt (2015)

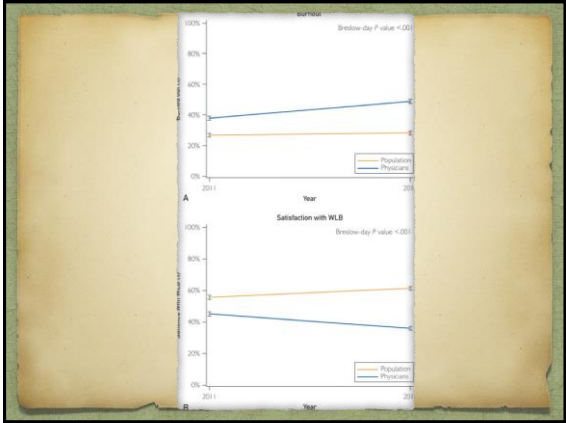
- Physicians again were more likely to be older, male, and married compared to the population cohort.
- Similarly the physicians were still working 10 hours more per week.
- Physicians continued to have higher rates of emotional exhaustion, depersonalization, and overall burnout.

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Shanafelt (2015)

- Conclusion is that burnout and satisfaction with WLB are getting worse.
- Now MORE than half of US physicians experience professional burnout.

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Words of Wisdom

◦ "Medicine is both a demanding and a rewarding profession."



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Physicians Must Care For Themselves to Truly Help Others

◦ Craig Wax, DO wrote a blog for Medical Economics dealing with this topic.

◦ He recommended the following:

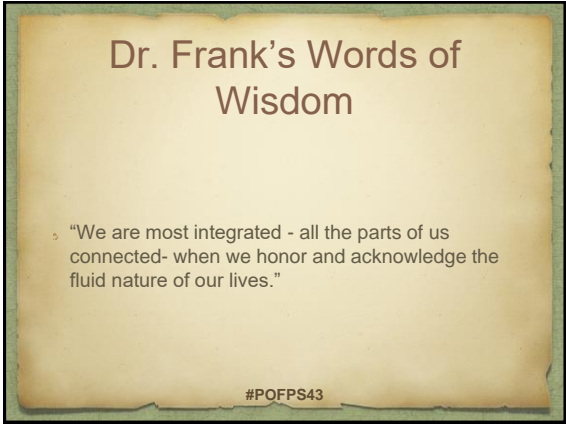
- Find your motivation
- Put your well-being first
- Make a plan
- Persistence
- Monitor your progress

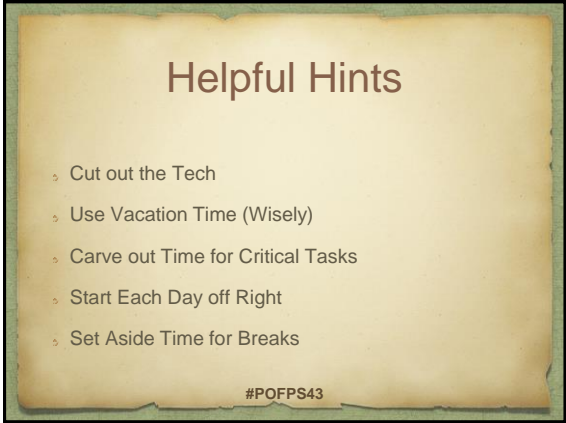
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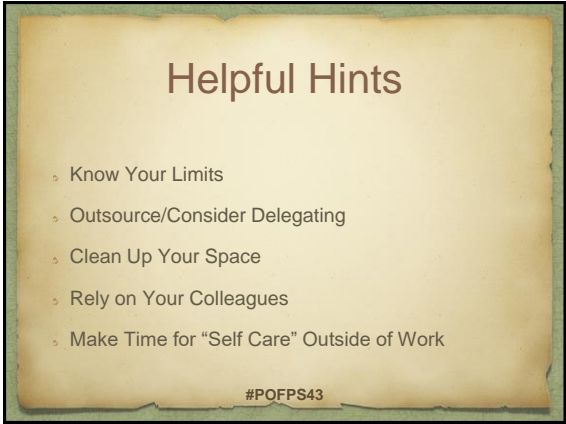
Work-Life Balance: A Laudable - and Laughable - Goal

◦ Jennifer Frank, MD submitted an essay to Medical Economics May 15, 2017 issue which won second place in their Physician's Writing Contest

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Helpful Hints

- Ask for Input
- Accept the Things You Can't Change
- It's OK to DO Something Just Because You Like It
- Let Go of Something Before You Take More On

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Helpful Hints

- Engage in Healthy Activities
- Be Present
- Cultivate a Support System

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Practical Applications

- So how do I make this happen in my own life?

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References

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