

Resiliency Considerations in Civilian Healthcare institutions

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Provider Resiliency—the problem

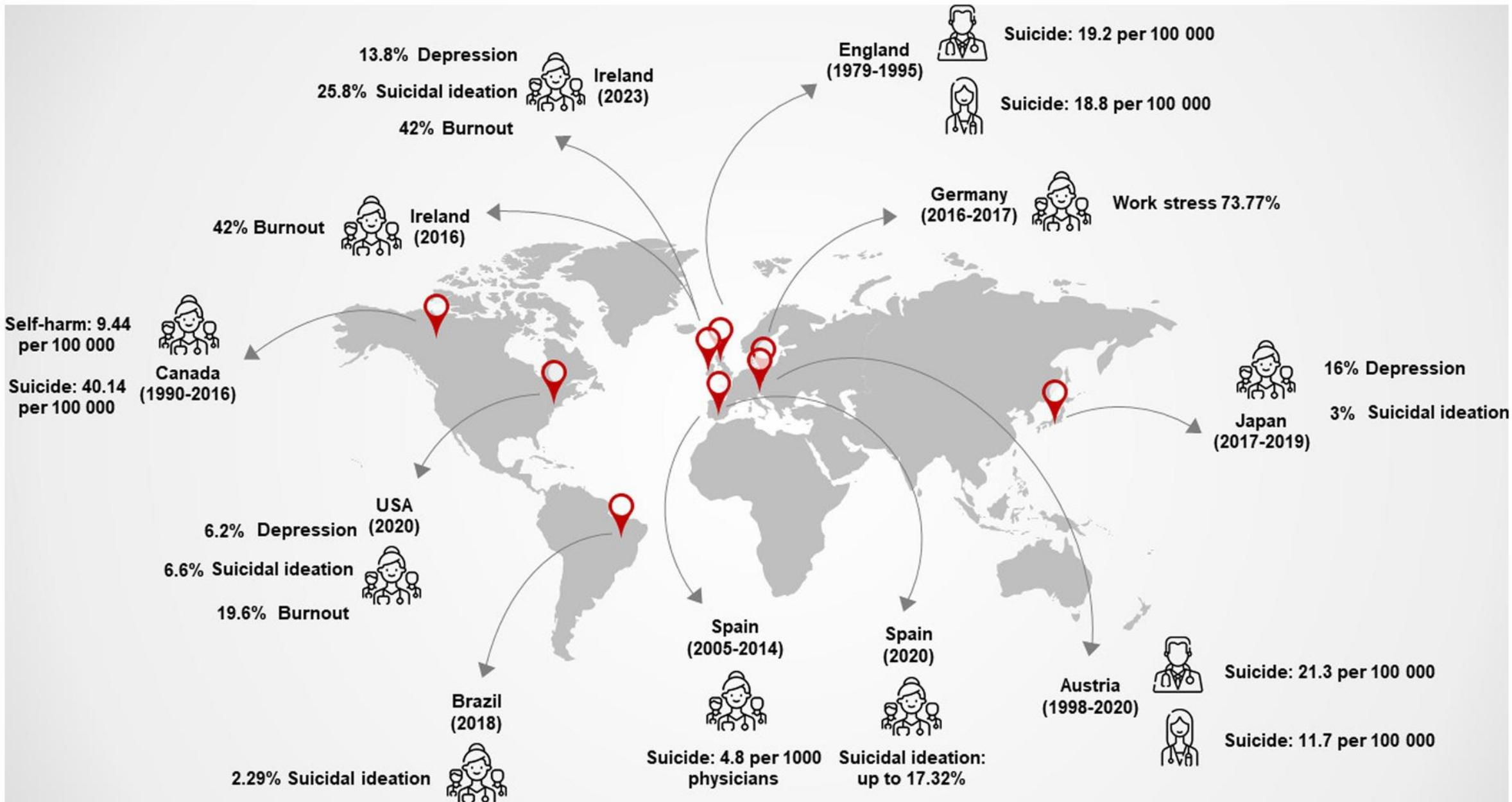
- Burn out rates for physician specialties up to 60%
- Depression: 20-40%
- PTSD: 2-4%
- Suicidal Ideation: 10%
- Suicide



Brown, Carlos V.R. MD; Joseph, Bellal A. MD; Davis, Kimberly MD; Jurkovich, Gregory J. MD. Modifiable factors to improve work-life balance for trauma surgeons. *Journal of Trauma and Acute Care Surgery* 90(1):p 122-128, January 2021. | DOI: 10.1097/TA.0000000000002910

<https://www.tebra.com/theintake/staffing-solutions/independent-practices/physician-burnout-by-specialty>

Rátiva Hernández NK, Carrero-Barragán TY, Ardila AF, Rodríguez-Salazar JD, Lozada-Martinez ID, Velez-Jaramillo E, Ortega Delgado DA, Fiorillo Moreno O, Navarro Quiroz E. Factors associated with suicide in physicians: a silent stigma and public health problem that has not been studied in depth. *Front Psychiatry*. 2023 Aug 14;14:1222972. doi: 10.3389/fpsy.2023.1222972. PMID: 37645639; PMCID: PMC10461439.



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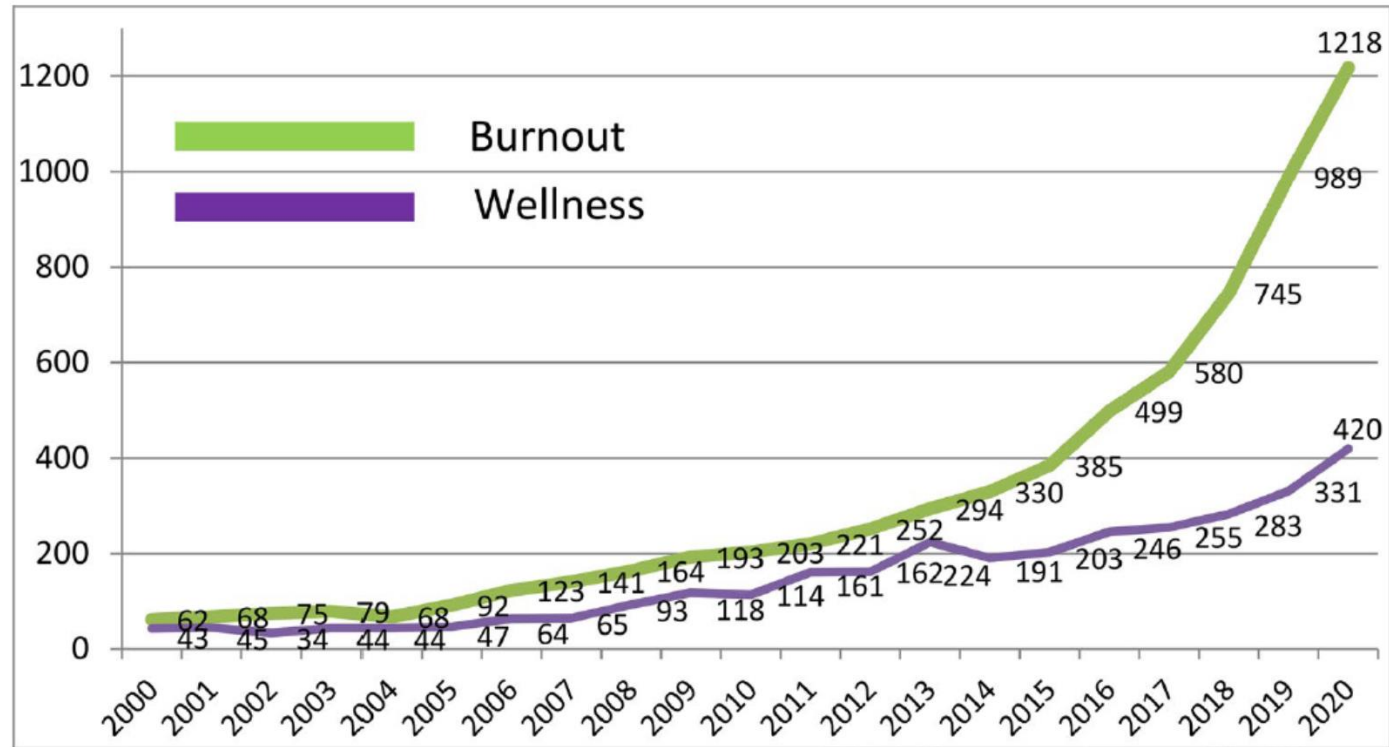


Figure 1. Number of articles with “burnout” and “wellness” in the title by year in PubMed.

Vercio C, Loo LK, Green M, Kim DI, Beck Dallaghan GL. Shifting Focus from Burnout and Wellness toward Individual and Organizational Resilience. *Teach Learn Med.* 2021 Oct-Dec;33(5):568-576. doi: 10.1080/10401334.2021.1879651. Epub 2021 Feb 15. PMID: 33588654

What makes it worse:



- Gender
- Call responsibilities
- Specialties (trauma: 60%)
- Training status
- Litigation
- Isolation
- Getting worse over time

Golisch KB, Sanders JM, Rzhetsky A, Tatebe LC. Addressing Surgeon Burnout Through a Multi-level Approach: A National Call to Action. *Curr Trauma Rep.* 2023;9(2):28-39. doi: 10.1007/s40719-022-00249-x. Epub 2023 Jan 17. PMID: 36688090; PMCID: PMC9843106.

<https://www.tebra.com/theintake/staffing-solutions/independent-practices/physician-burnout-by-specialty>

Balch, Charles M. MD, FACSa,*; Oreskovich, Michael R. MD, FACSc; Dyrbye, Lotte N. MD; Colaiano, Joseph M. JDb; Satele, Daniel V. BSb; Sloan, Jeff A. PhD; Shanafelt, Tait D. MD. Personal Consequences of Malpractice Lawsuits on American Surgeons. *Journal of the American College of Surgeons* 213(5):p 657-667, November 2011. | DOI: 10.1016/j.jamcollsurg.2011.08.005

Poor Mental Health Days

Past 30 days



Burnout

% of workers



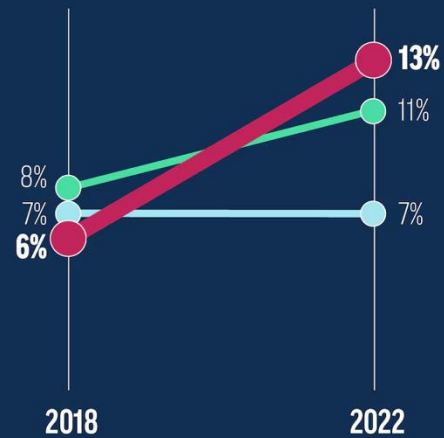
Turnover Intention

% of workers



Harassed at Work

% of workers



● Health Workers ● Other Essential Workers ● All Other Workers



DID
Experience
Harassment

Did NOT
Experience
Harassment

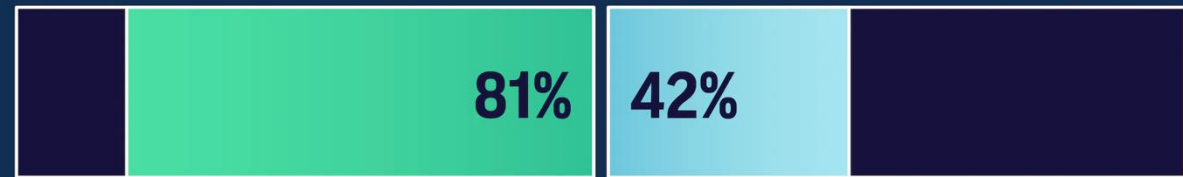
Reported Feelings of
ANXIETY



Reported Feelings of
DEPRESSION



Reported Feelings of
BURNOUT



What makes it better

Personal:

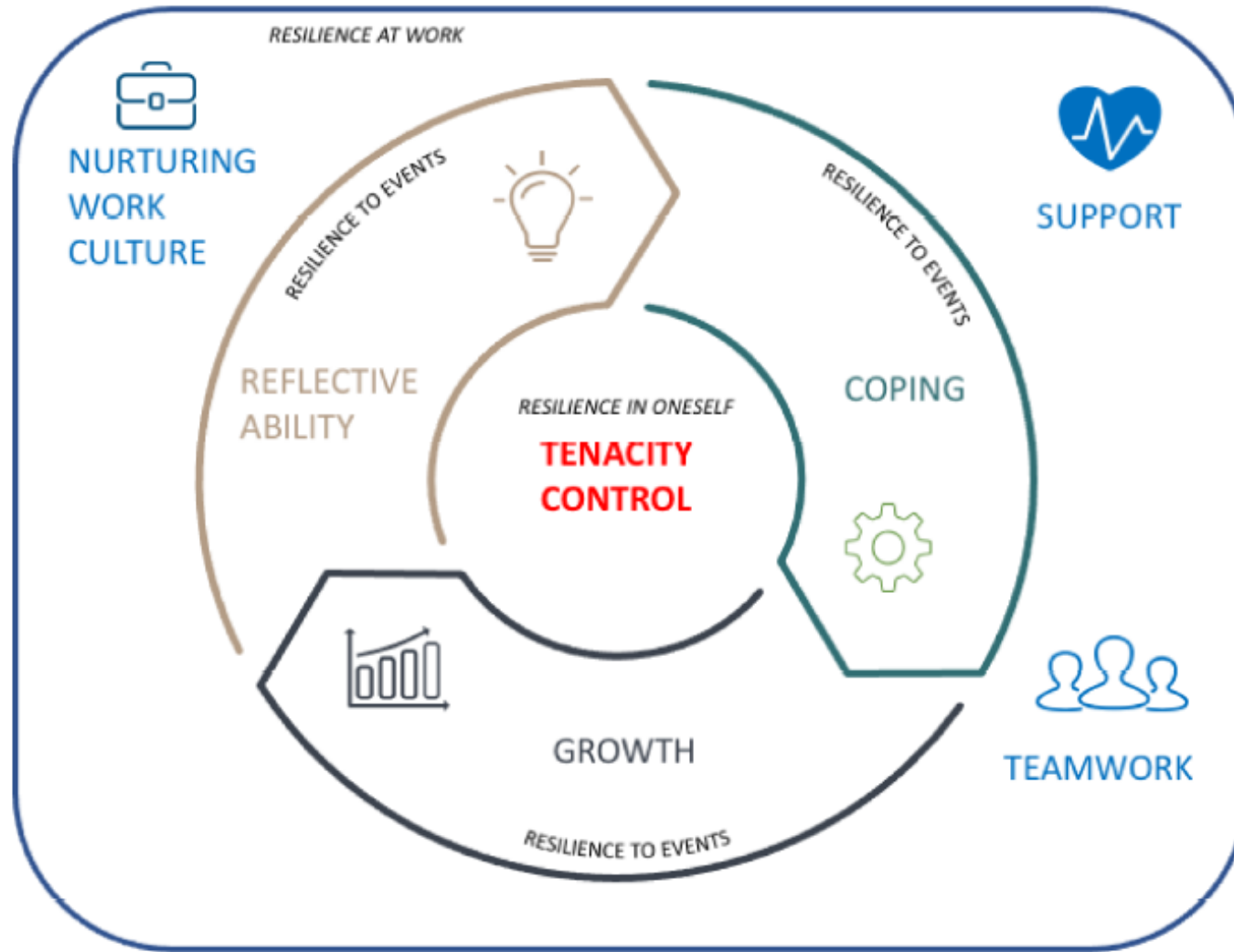
- Exercise
- Diet
- “Mindfulness”/Positive Psychology
- Social Support
- Having a sense of purpose
- Feeling in control



Roslan NS, Yusoff MSB, Morgan K, Ab Razak A, Ahmad Shauki NI. What Are the Common Themes of Physician Resilience? A Meta-Synthesis of Qualitative Studies. *Int J Environ Res Public Health*. 2022 Jan 1;19(1):469. doi: 10.3390/ijerph19010469. PMID: 35010729; PMCID: PMC8744634.

Jones, Caitlin Elizabeth MD; Fox, Elizabeth Dora MD; Holsten, Steven B. MD; White, Cassandra Q. MD; Sayyid, Rashid K. MD; O'Keeffe, Terence MD; Lawson, Andrew G. DO. Burnout reduction in acute care surgeons: Impact of faculty schedule change at a level 1 trauma and tertiary care center. *Journal of Trauma and Acute Care Surgery* 93(4):p 439-445, October 2022. | DOI: 10.1097/TA.0000000000003736

Robertson H.D., Elliott A.M., Burton C., Iversen L., Murchie P., Porteous T., Matheson C. Resilience of primary healthcare professionals: A systematic review. *Br. J. Gen. Pract.* 2016;66:e423–e433. doi: 10.3399/bjgp16X685261



Roslan NS, Yusoff MSB, Morgan K, Ab Razak A, Ahmad Shauki NI. What Are the Common Themes of Physician Resilience? A Meta-Synthesis of Qualitative Studies. *Int J Environ Res Public Health*. 2022 Jan 1;19(1):469. doi: 10.3390/ijerph19010469. PMID: 35010729; PMCID: PMC8744634.

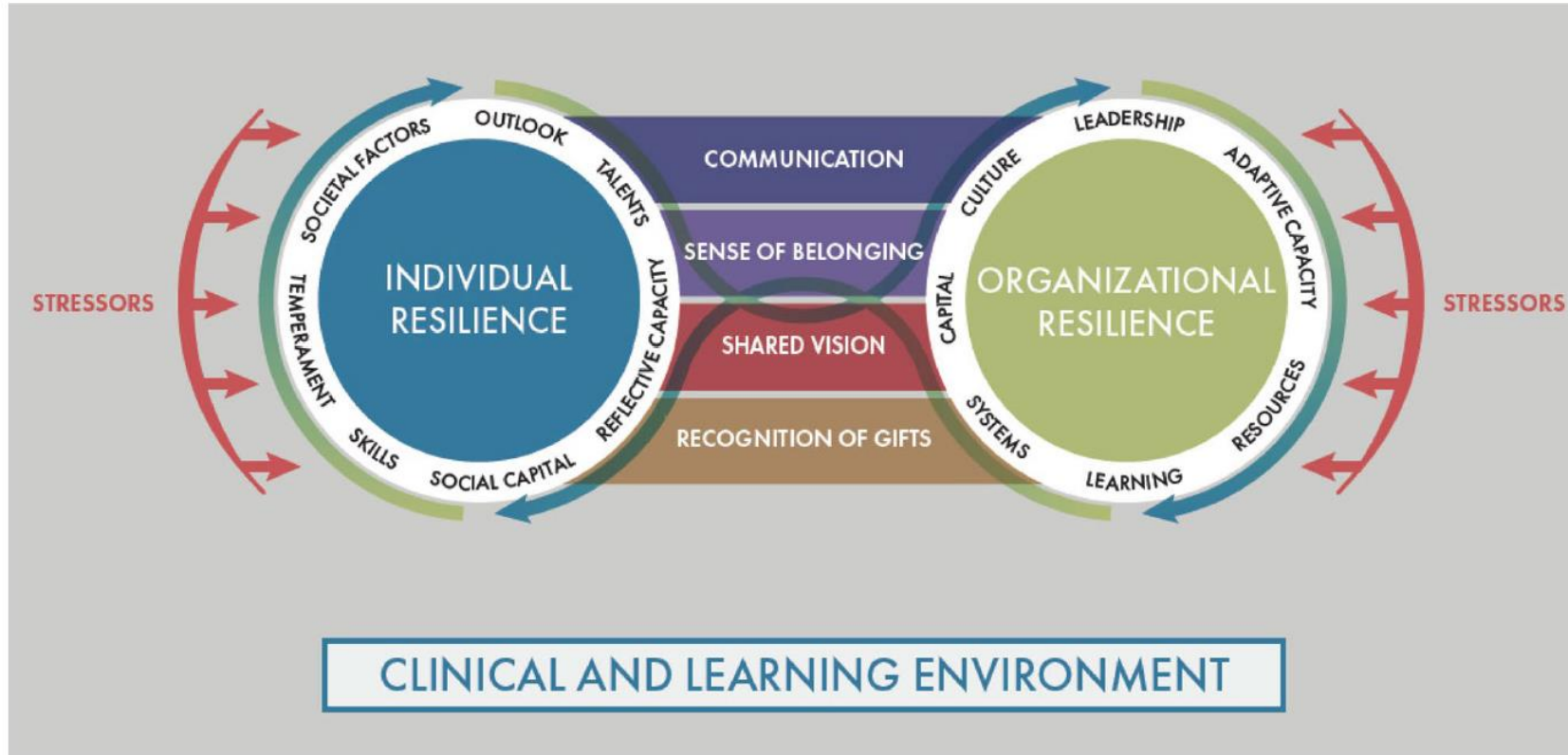


Figure 2. Conceptual model illustrating the dynamic interplay between individual and organizational resiliency.

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So How do we protect ourselves?

- No one forced us to do this—we are responsible (to some extent) for our own resiliency and those of our peers!
- Health care systems are the underlying cause of this worsening problem
 - They owe it us to help
 - Collective Vision
 - Communication
 - Control
- Addressing Health care strain is the only way stop the bleeding
 - Nothing can replace adequate resources and staffing



“...our resilience over time ultimately depends on looking outward and toward others...We take turns being resilient for each other during, over and beyond our lifetimes.”

Soraya Chemaly, “The Resiliency Myth: New thinking on grit, strength and growth after trauma.” Atria, New York 2024

Questions/Discussion