



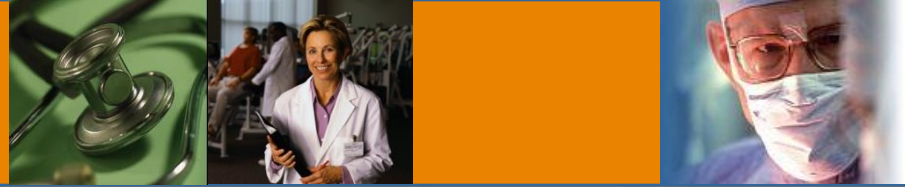
# Work – Life Balance

Lenny López, MD

Assistant Professor of Medicine, HMS

Senior Faculty, Disparities Solutions Center, MGH

Associate Physician, BWH

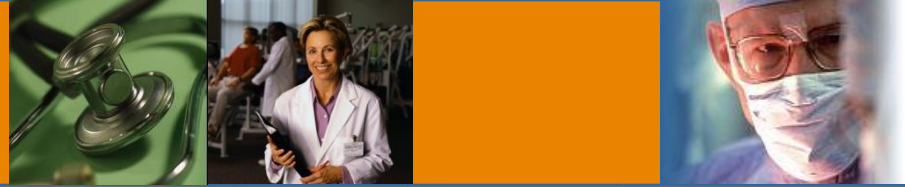


# Continuum

## Stress - “Burnout”

Big picture: How do the different parts of my life fit together?

Daily Picture: How am I feeling in my day-to-day experience?



# **A Lifelong Process of Constant Adjustment to Life's Changing Circumstances**

AND YOU change over time as  
well



# How long have we been thinking about 'burnout'?

First published reports in the 1970s

1975 – 2005: 13,746 articles published



# What is it?

- Prolonged response to chronic emotional and interpersonal stressors on the job defined by 3 dimensions:
  - Emotional exhaustion
  - Depersonalisation
  - Reduced personal accomplishment



# Additional Definitons

- Emotional exhaustion - feelings of being overextended and depleted of one's emotional resources
- Depersonalisation - A negative, cynical and detached response to other people, including colleagues and patients



# Why discuss?

- Studies show that the frequency for burnout is early in the medical career
  - Residency
  - Fellowship
  - First 3 yrs of practice



# Maslach Burnout Inventory

Intensity & Frequency



# Emotional Exhaustion

- I feel emotionally drained from my work
- I feel used up at the end of the workday
- I feel fatigued when I get up in the morning & have to face another day on the job
- Working with people all day is really a strain for me
- I feel burned out from my work
- I feel frustrated by my job
- I feel I'm working too hard on my job
- Working with people directly puts too much stress on me
- I feel like I'm at the end of my rope



# Depersonalization

- I feel I treat some recipients as if they were impersonal 'objects'
- I've become more callous toward people since I took this job
- I worry that this job is hardening me emotionally
- I don't really care what happens to some recipients
- I feel recipients blame me for some of their problems



# What to do? Mentor!

- Balance personal and professional goals
  - Clarify what is most important in your personal and professional life
  - Identify conflicts
  - Control your work schedule



# What to do? Mentor!

- Shape your career and identify stressors
  - Determine whether you need to make career changes
  - Identify what energizes you & what drains you
  - Decide how these can be modified



# What to do? Mentor!

- Nurture wellness strategies
  - Relationships
  - Self-care
    - Eat and sleep
    - Exercise
    - Vacation
    - Mindfulness