

MAOPS PHYSICIAN HEALTH PROGRAM

- STRESS AND BURNOUT IN THE HEALTHCARE COMMUNITY!
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GOALS

- Growth of Physician Health Programs
- Risk factors for stress and burnout
- Functional elements of a PHP
- Common diagnoses seen in PHP referrals
- Value of self care in the physician population

MAOPS PHP

- It is an ethical responsibility for all Physicians/Medical Students to maintain their own health and wellness and to look out for each other's health and well-being on a continuing basis.
- (AMA Council on Ethical and Judicial Affairs) 1987

MAOPS PHP

- Your occupation's attempt at Physician/Medical Student wellness
- A Doctor/Student's best friend
- A confidential service for all physicians, allied health professionals and dentists of MO
- Advocacy – “A labor of love, not laws.”

MAOPS-PHP

- Est. in 1987
- When personal problems interfere with life-health-and work these well-being programs provide resources, assessment, treatment and monitoring along with advocacy. Every state except Nebraska and California has a PHP.
- Federation of PHYSICIAN HEALTH PROGRAMS formed in the late 80's

MAOPS-PHP

- Our job is REMEDIATION AND PREVENTION
- To assure others we are emotionally stable, sufficiently mature, psychologically healthy and professionally appropriate to practice medicine. (Our Mission)
- “Never say never”

What Can Be Said About Physicians/Medical Students?

We are trained to be:

- Independent
- Creative
- Assertive
- Competitive
- Hard-Driving

WE ARE.....

- Perfectionists
- Skeptical
- Self directed
- Reluctant to admit vulnerability

Characteristic that put us at risk

- Need for control (Exaggerated sense of responsibility)
- Suppress feelings
- Hard time relaxing

Anticipated Demands of the Profession

- Long hours
- Shifting schedules
- Lifelong learning
- Responsibility
- Sacrifice

Unanticipated demands

Unhealthy workplace competition

Devaluation of the profession

Diminished compensation

Subordination of personal values to economic values in a work setting

Reduced resources/support with increased profitability expectations

Crushing workloads

- The highest suicide rate per capita in this country are young males between the ages of 20-35? True/False

- Suicide rates for female physicians are approximately 4 times that of women in the general population? True/False

- We lose 400 doctors on average every year to suicide? T/F

Program's Functional Elements

- Outreach And Education
- Case Identification And Referral
- Intervention
- Clinical Evaluation
- Treatment
- Monitoring
- Advocacy

Common PHP Referrals:

- Alcohol/Substance Abuse or Dependence
- Depression/Anxiety
- Behavioral Problems/Disruptive Behavior
- Physical Illness
- Suicidal Ideation/Suicidal plan
- Sexual Impropriety or Compulsivity
- Other Compulsive Behaviors (Gambling)
- Malpractice Claims

The Stressed Physician says:

- I can't stop the pain
- I can't think clearly
- I can't make decisions
- I can't make sadness leave
- I can't see a future w/o pain
- I don't feel worthwhile
- I can't get anyone's attention

Others say of practitioner:

- “Appears more tired”
- “More irritable”
- “Can’t concentrate”
- “losing weight”
- The last person in the room to recognize distress or its severity is the stressed practitioner.

Am I distressed?

- You try to be everything to everyone
- You get to the end of a hard day at work and feel you have NOT made a meaningful difference.
- You feel your work is not recognized!
- You lack balance between work and your personal life. Relationship distress!
- Your job varies between monotony and chaos

SELF CARE

- 1. Acknowledge one's own self worth
- 2. Keep physically fit
- 3. Take time to waste time
- 4. Find a hobby
- 5. Improve communication skills/conflict

SELF CARE

- 6. Spiritual Enrichment
- 7. Shift into neutral
- 8. Check your self talk
- 9. See the lighter side of life-Laugh
- 10. Expect the unexpected

SELF CARE

- 11. Use “time outs”
- 12. Set realistic goals
- 13. Better time management
- 14. Take smaller bites
- 15. Don’t sweat the small stuff
- 16. Learn to say “NO”

M.A.O.P.S. PHP

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