

STAR² Center Webinar Series: Administrative Strategies to Reduce Burnout



Readings and References

(Listed in order of appearance in this series)

Episode 1 – Defining and Identifying Burnout in your Organization (5/31/18):

Ann Surg. 2012 Apr;255(4):625-33. Avoiding burnout: the personal health habits and wellness practices of US surgeons. Shanafelt TD, Oreskovich MR, Dyrbye LN, Satele DV, Hanks JB, Sloan JA, Balch CM.

Taking Their Own Lives — The High Rate of Physician Suicide, Eva Schernhammer, M.D., Dr.P.H., N Engl J Med 2005; 352:2473-2476 June 16, 2005

Bober, T. & Regehr, C. (2005). Strategies for reducing or recognizing vicarious trauma: Do they work? *Brief Treatment and Crisis Intervention*, 6(1), 1-9. Bourassa, D. B. & Clements, J. (2002). Supporting ourselves: Groupwork interventions for compassion fatigue. *Groupwork*, 20(2), 7-23. Dane, B. & Chachkes, E. (2001). The cost of caring for patients with an illness. *Social Work in Healthcare*, 33(2), 31-51.

Figley, C. R. (1999). Compassion fatigue: Toward a new understanding of the costs of caring. In B. H. Stamm (Ed.), *Secondary traumatic stress: Self-care issues for clinicians, researchers, and educators* (2nd ed., pp. 3-28). Lutherville, MD: Sidran. Figley, R. R. (2002). Compassion fatigue: Psychotherapists' chronic lack of self-care. *Psychotherapy in Practice*, 58(11), 1433 – 1441.

Shanafelt TD, Hasan O, Dyrbye LN, et al. Changes in burnout and satisfaction with work-life balance in physicians and the general US working population between 2011 and 2014. *Mayo Clinic Proceedings*. 2015 Dec;90(12):1600-1613.

Lucian Leape Institute. *Through the Eyes of the Workforce: Creating Joy, Meaning, and Safer Health Care*. Boston, MA: National Patient Safety Foundation; 2013.

<https://newsnetwork.mayoclinic.org/discussion/physicians-and-burnout-its-getting-worse/> Bob Nellis, Dec.1, 2015

https://www.researchgate.net/profile/Christina_Maslach/publication/277816643_The_Maslach_Burnout_Inventory_Manual/links/5574dbd708aeb6d8c01946d7.pdf
https://www.researchgate.net/profile/Christina_Maslach/publication/277816643_The_Maslach_Burnout_Inventory_Manual/links/5574dbd708aeb6d8c01946d7.pdf

Episodes 2 and 3 – In Search of Joy in Practice (6/7/18, 6/14/18):

IHI Whitepaper

Perlo J, Balik B, Swensen S, Kabcenell A, Landsman J, Feeley D. IHI Framework for Improving Joy in Work. IHI White Paper. Cambridge, Massachusetts: Institute for Healthcare Improvement; 2017. (Available at ihi.org)

Joy in Practice Study

In search of joy in practice: a report of 23 high-functioning primary care practices
CA Sinsky, R Willard-Grace, AM Schutzbank

Development of a research agenda to identify evidence-based strategies to improve physician wellness and reduce burnout, LN Dyrbye, M Trockel, E Frank, K Olson, M Linzer, J Lemaire, S Swensen, .Annals of internal medicine 166 (10), 743-744

Episode 4 – Workplace Wellness (6/21/18):

State of the American Workplace, a 2013 Gallup Study

Patients Come Second: Leading Change by Changing the Way You Lead Britt Berrett, Paul Spiegelman, Greenleaf Book Group, 2013

The Employer of Choice, Harvard Business Review

https://hbr.org/resources/pdfs/comm/siemens/hbr_siemens_report.pdf

Gallup Q12

<https://q12.gallup.com/public/en-us/Features>

10 Principles of Organizational Culture

<http://publicaffairs-sme.com/PatriotFamily/wp-content/uploads/2015/01/10PrinciplesofOrganizationalCulture.pdf>

US National Library of Medicine

National Institutes of Health doi: 10.1377/hlthaff.2009.0626 HEALTH AFFAIRS 29, NO. 2 (2010): –2010 Project HOPE— The People-to-People Health Foundation, Inc.

Leigh Branham, author of 7 Hidden Reasons Employees Leave

Emotional Intelligence

Goleman, D. (1998). *Working with emotional intelligence*. New York: Bantam Books.

Wellness programs

Effective and viable mind-body stress reduction in the workplace: A randomized controlled trial By Wolever, Ruth Q.,Bobinet, Kyra J.,McCabe, Kelley,Mackenzie, Elizabeth R.,Fekete, Erin,Kusnick, Catherine A.,Baime, Michael

Journal of Occupational Health Psychology, Vol 17(2), Apr 2012, 246-258

Episode 5 – Self-Care (6/28/18):

Self-care Ethical Guidelines

<http://selfcarespecialists.com/wp-content/uploads/2014/08/Green-Cross-Stand.-Self-Care.pdf>

Overcoming Compassion Fatigue Workbook

"Martha Teater and John Ludgate. (2014). Overcoming Compassion Fatigue: A Practical Resilience Workbook." *Journal of Couple & Relationship Therapy*, 15(4), p. 357

Science of Creativity

"The science of Creativity", American psychological American Psychological <http://www.apa.org/gradpsych/2009/01/creativity.aspx>

Psychometric Approaches to the Study of Human Creativity,
Jonathon Plucker PHD psychology professor from Indiana university

The Artist Way, by, Julie Cameron

Mindfulness

Association of an Educational Program in Mindful Communication With Burnout, Empathy and Attitudes Among Primary Care Physicians Michael S. Krasner, MD; Ronald M. Epstein, MD; Howard Beckman, MD; Anthony L. Suchman, MD, MA; Benjamin Chapman, PhD; Christopher J. Mooney, MA; Timothy E. Quill, MD
JAMA. 2009;302(12):1284-1293. doi:10.1001/jama.2009.1384.

The Impact of a Program in Mindful Communication on Primary Care Physicians
Howard B. Beckman, MD, Melissa Wendland, Christopher Mooney, MA, Michael S. Krasner, MD, Timothy E. Quill, MD, Anthony L. Suchman, MD, and Ronald M. Epstein, MD *Academic Medicine*, Vol. 87, No. 6 / June 2012

Holzel, B. K., Carmody, J., Vangel, M., Congleton, C. Yerrgmsetti, S.M., Gard, T., Lazar, S.W. *Psychiatry Res*. 2011 Jan 30; 191(1) 36-43.

Baron Short, E., et al. (2010). Regional brain activation during meditation shows time and practice effects: an exploratory FMRI study. *Evidence-Based Complementary and Alternative Medicine*, 7(1), 121-127.

Recommended Apps for Mindfulness

Insight Timer

Headspace