



IHS Best Practices on Physician Burnout:

The Power of Knowing Who You Are
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** No conflicts of interests, disclosures, or relationships with ineligible companies*



UC San Diego
SCHOOL OF MEDICINE

Objectives

- 1) Review Up to Date Physician Burnout Data
- 2) No Data Specific to IHS or AI/AN (latest data COVID era), but high vacancy and turnover rates
- 3) Self-Assessment Taking Your Own Inventory Where Are You On Your Journey?
(10 minutes)
- 4) Interactive Exercises Based In Identity Formation for Professionals Utilize Self Awareness of Ancestry, Transformative Life Experiences, and Connecting to Something Larger than Your Individual Self to Relieve Burnout, and Finding Your Village of Intention

Medscape

Physician Mental Health & Well-Being Report

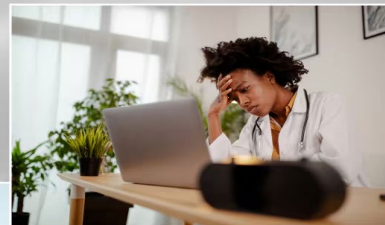
2025



Medscape

Physician Burnout & Depression Report

2024



Medscape

Physician Lifestyle & Happiness Report

2024



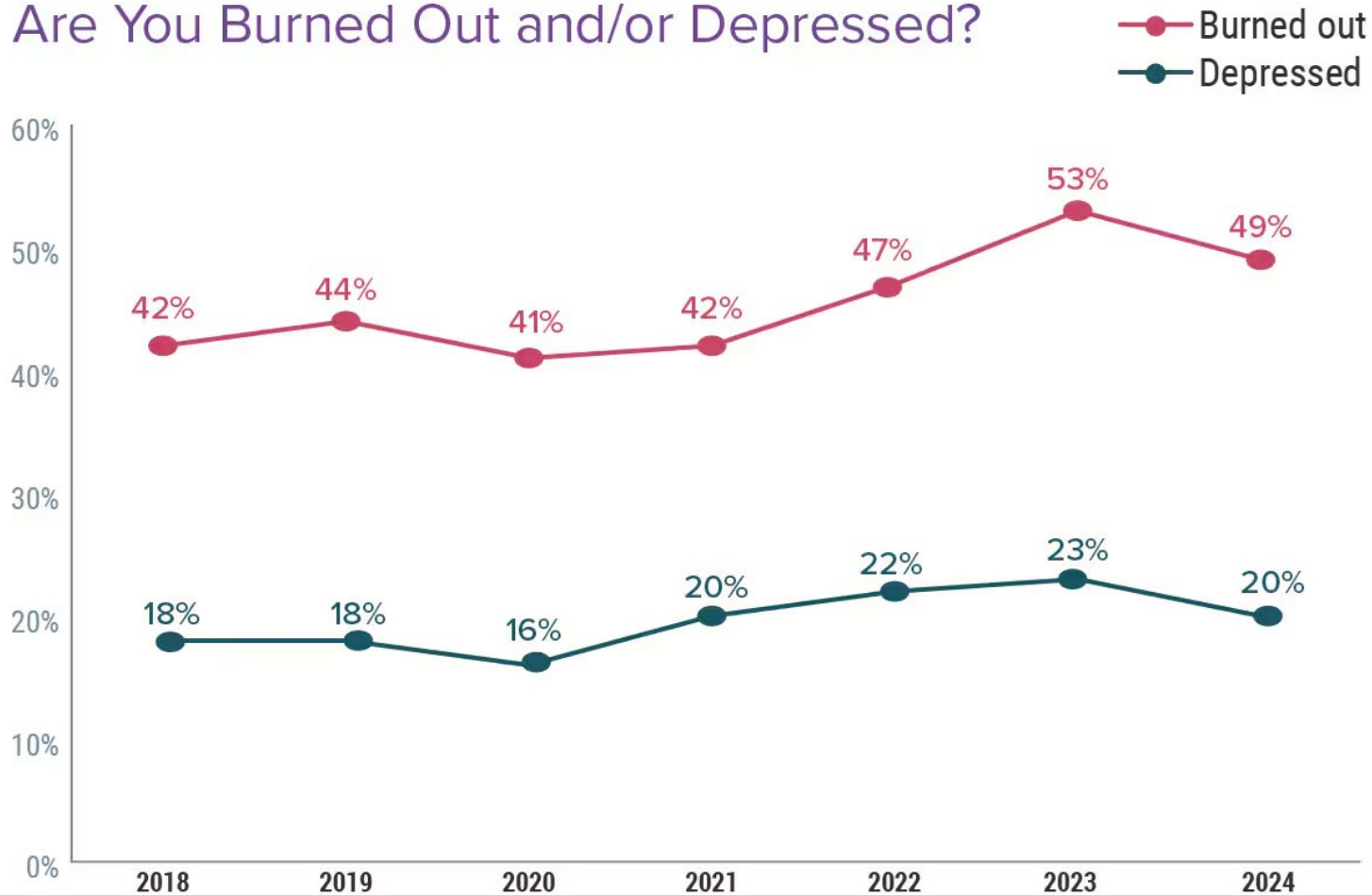
Medscape

Seeking an Energizing Environment: Physician Workplace Culture Report

2024

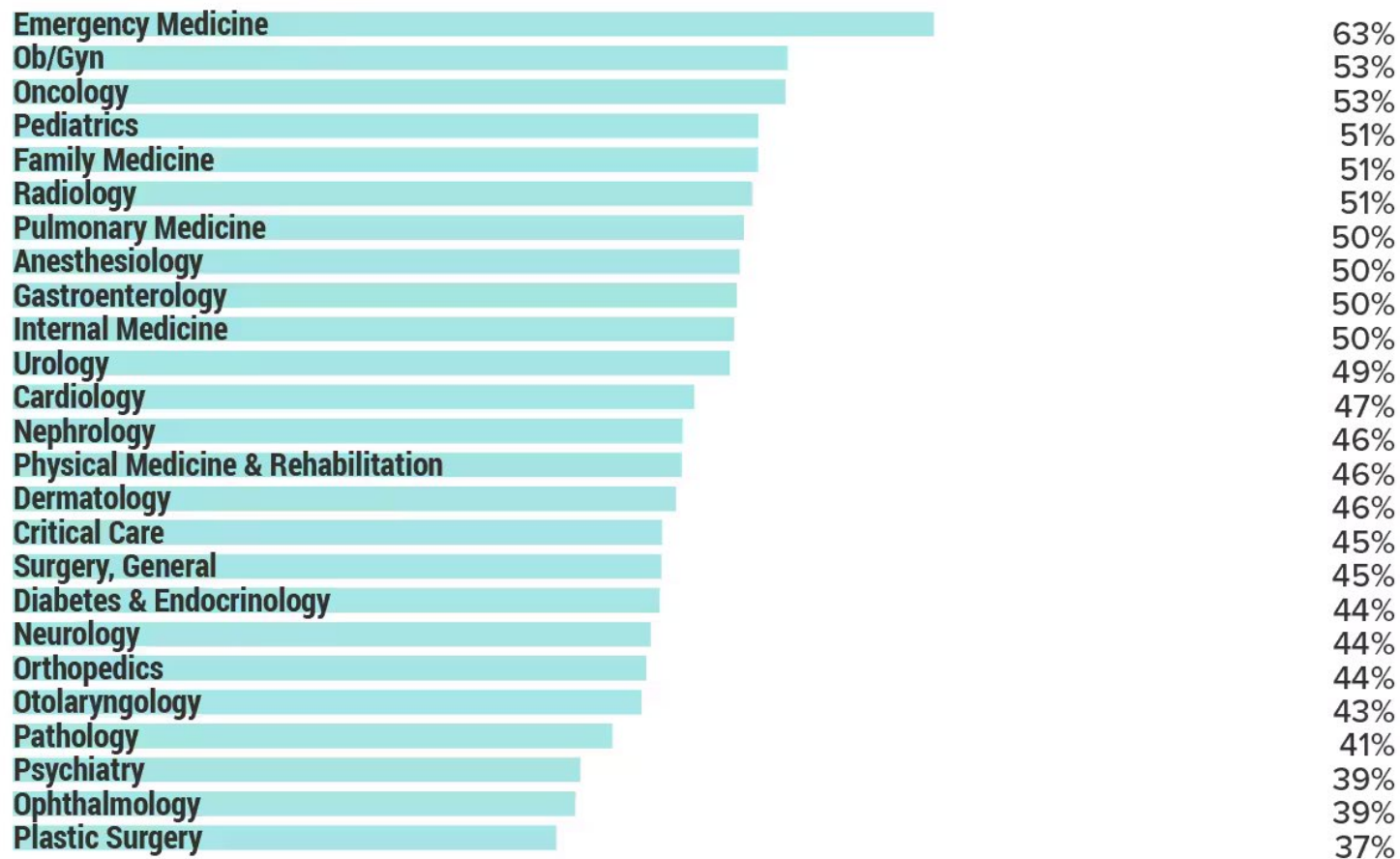


Are You Burned Out and/or Depressed?



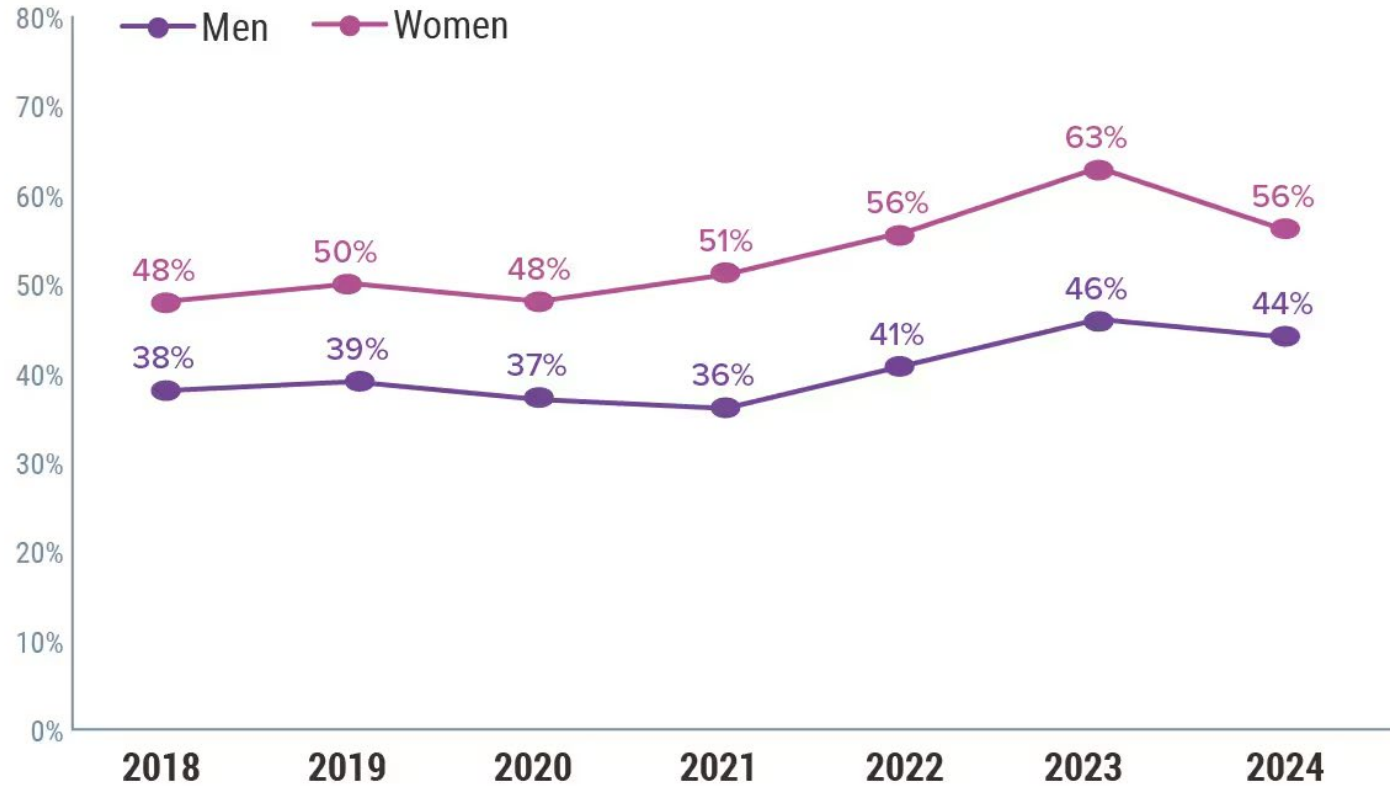
Years shown refer to years report was published. Some respondents said they were both burned out and depressed.

Which Specialties Have the Greatest Burnout Rates?



Not all specialties are shown.

Are More Female or Male Physicians Burned Out?

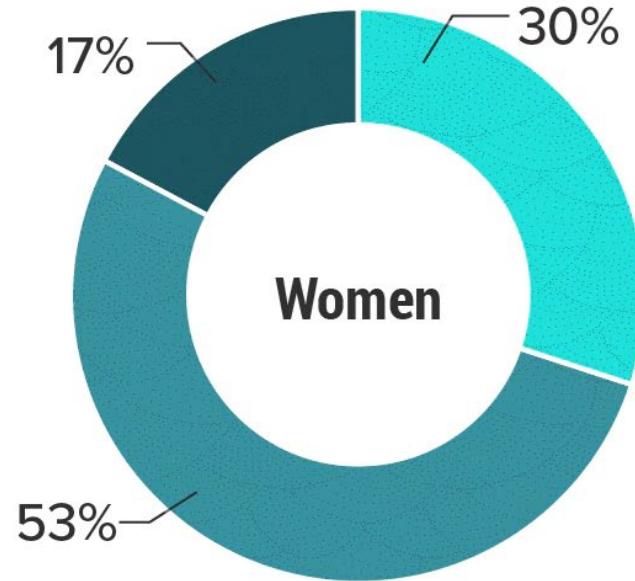
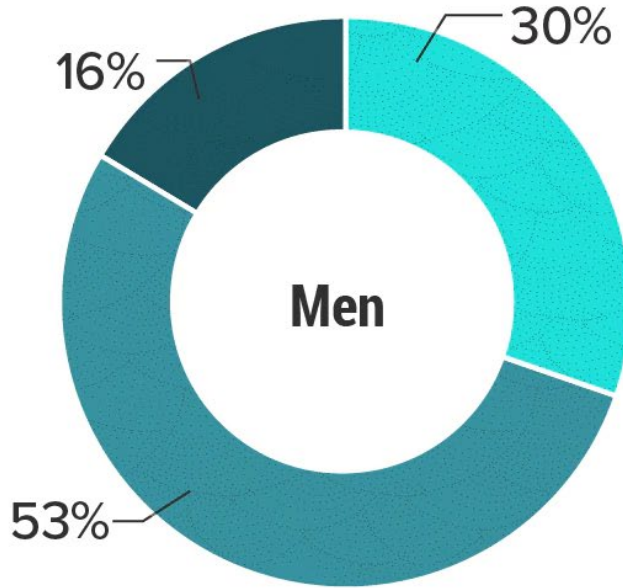


Years shown refer to years report was published.

How Much of Your Burnout and/or Depression Is Due to Job Stress?

● All of it ● Most of it ● Some of it

80% Report Job Stress is All or Most of their Burnout/Depression



Respondents were asked how much of their burnout and/or depression they attributed to job stress rather than their personal life.

Job Stress as the Biggest Culprit

“It takes 12 hours a day at work just to keep my head above water, plus working 3-4 hours each day on weekends.”

“My job expects me to complete modules in my off time and be on call via the phone without pay or allowed time off the next morning.”

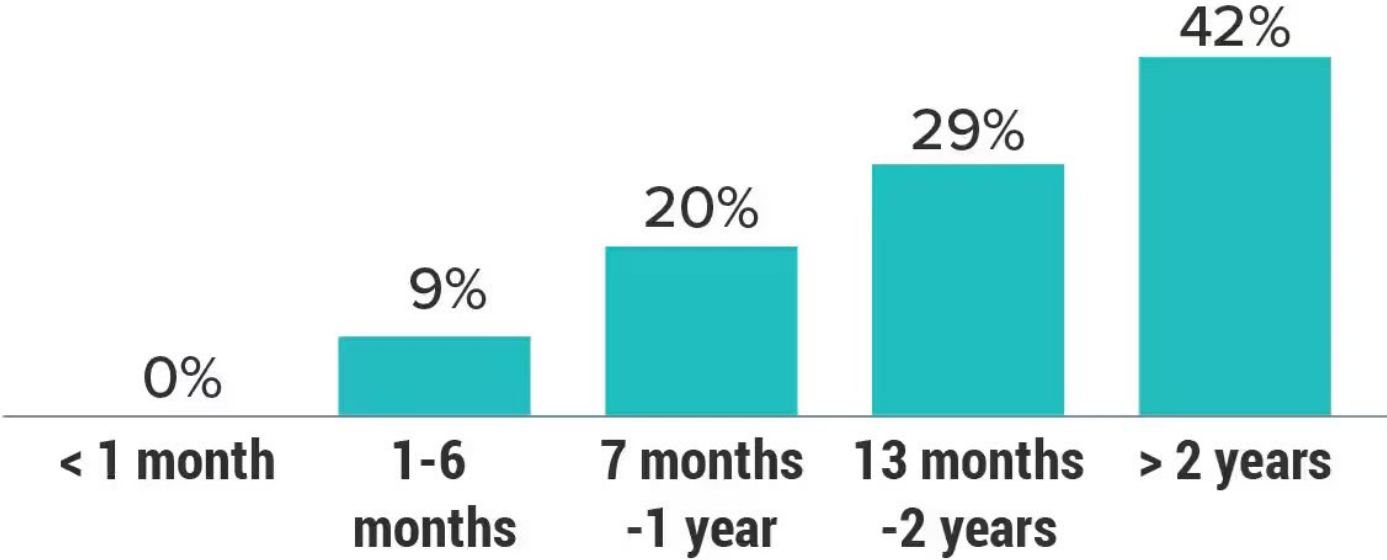
“My department lacks leadership and continues to deteriorate in many ways. Seemingly, no one in authority chooses to do anything about it.”

“I am held hostage to patient satisfaction scores that involve hospital care outside of my control.”

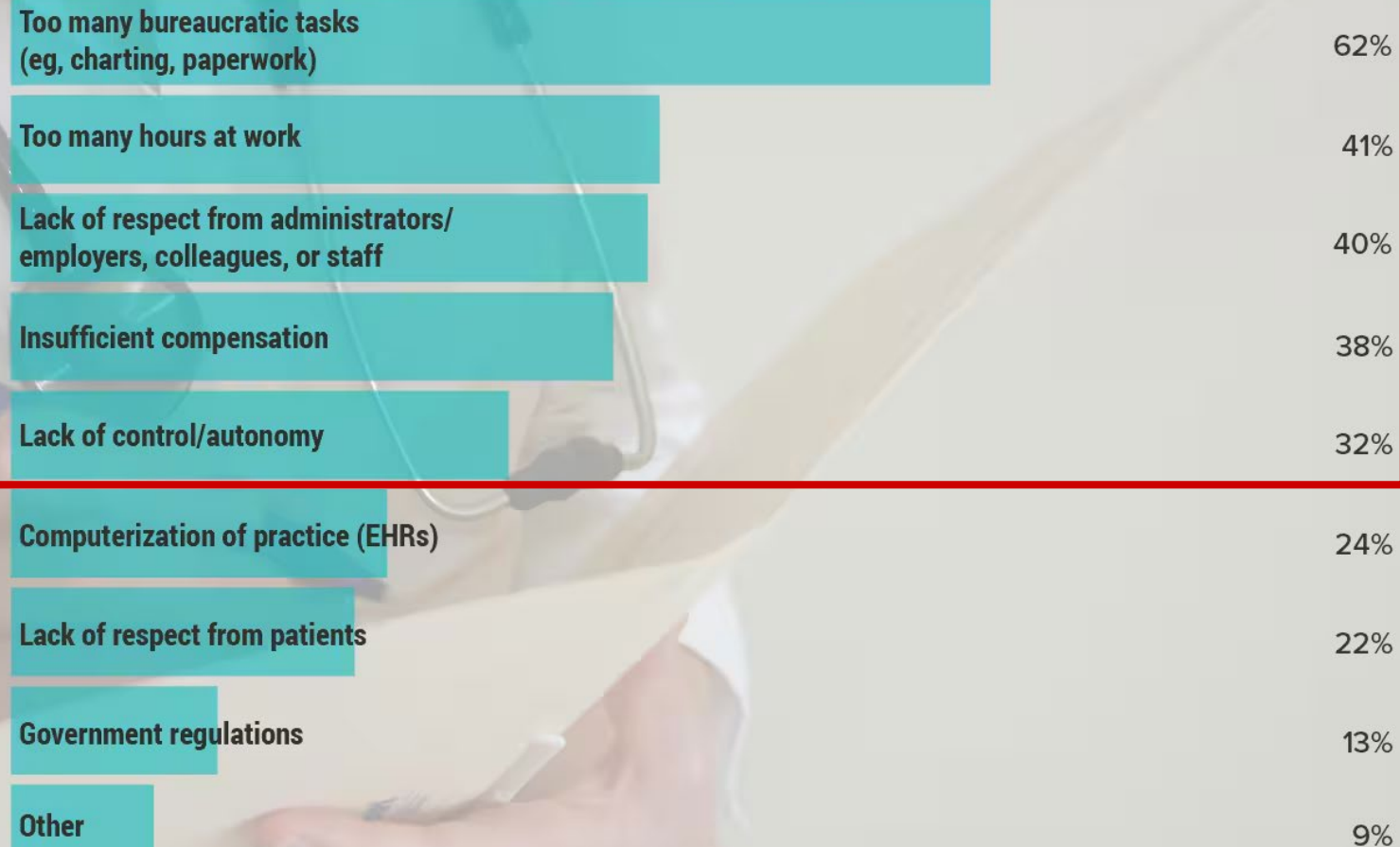
“I have reached my limit for the BS I can take from the hospital administration, insurance companies, and demanding patients.”

How Long Have You Felt Burned Out?

Chronic Problem



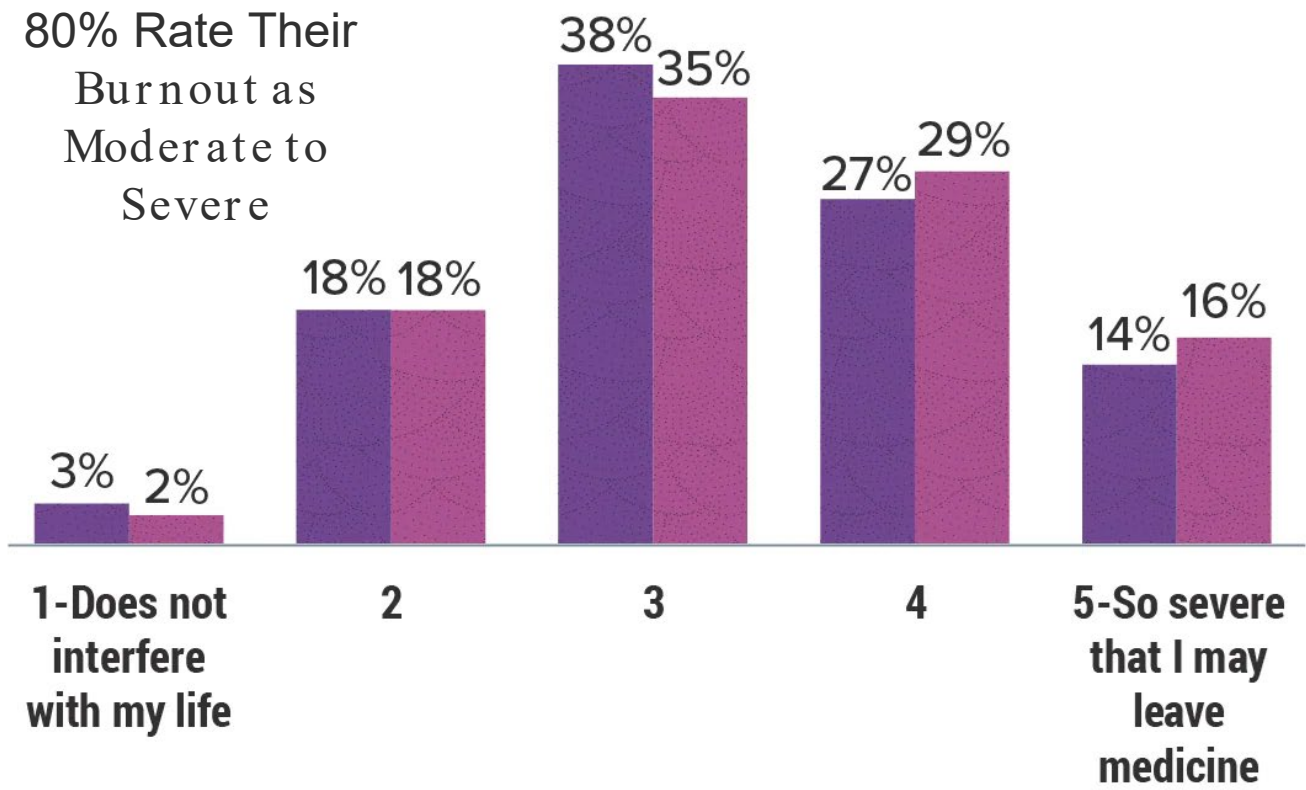
What Contributes Most to Your Burnout?



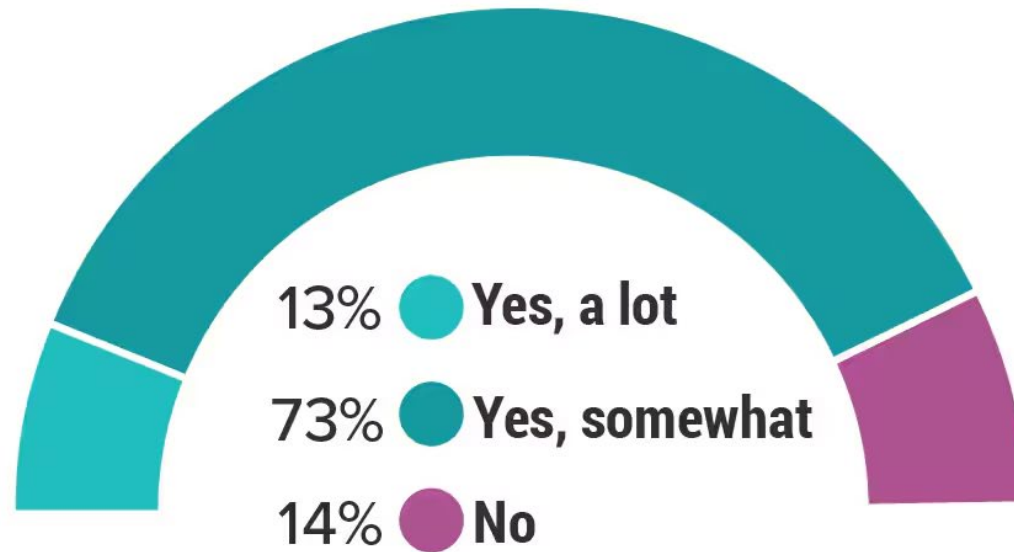
Respondents could select up to three.

How Severe Is Your Burnout?

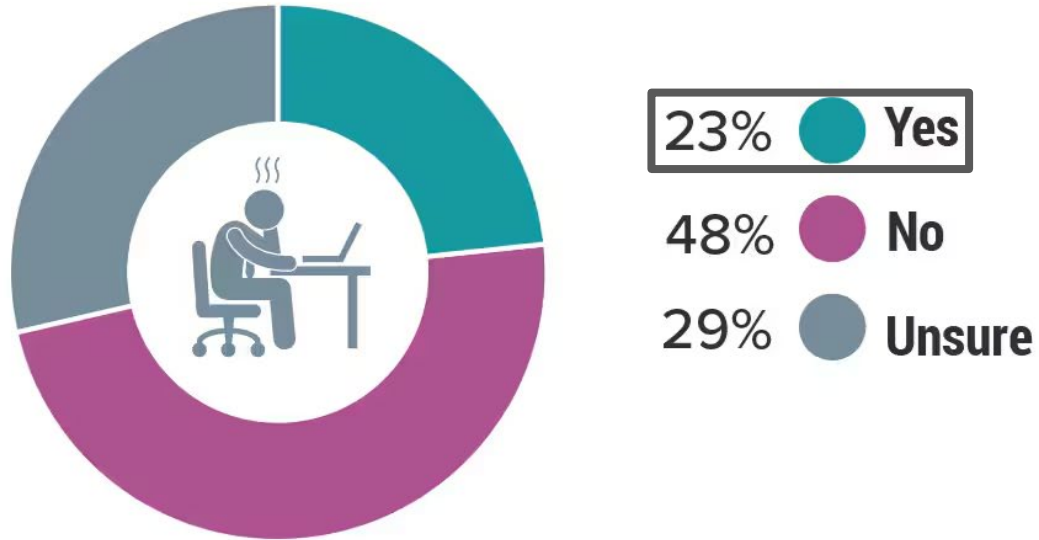
● Men ● Women



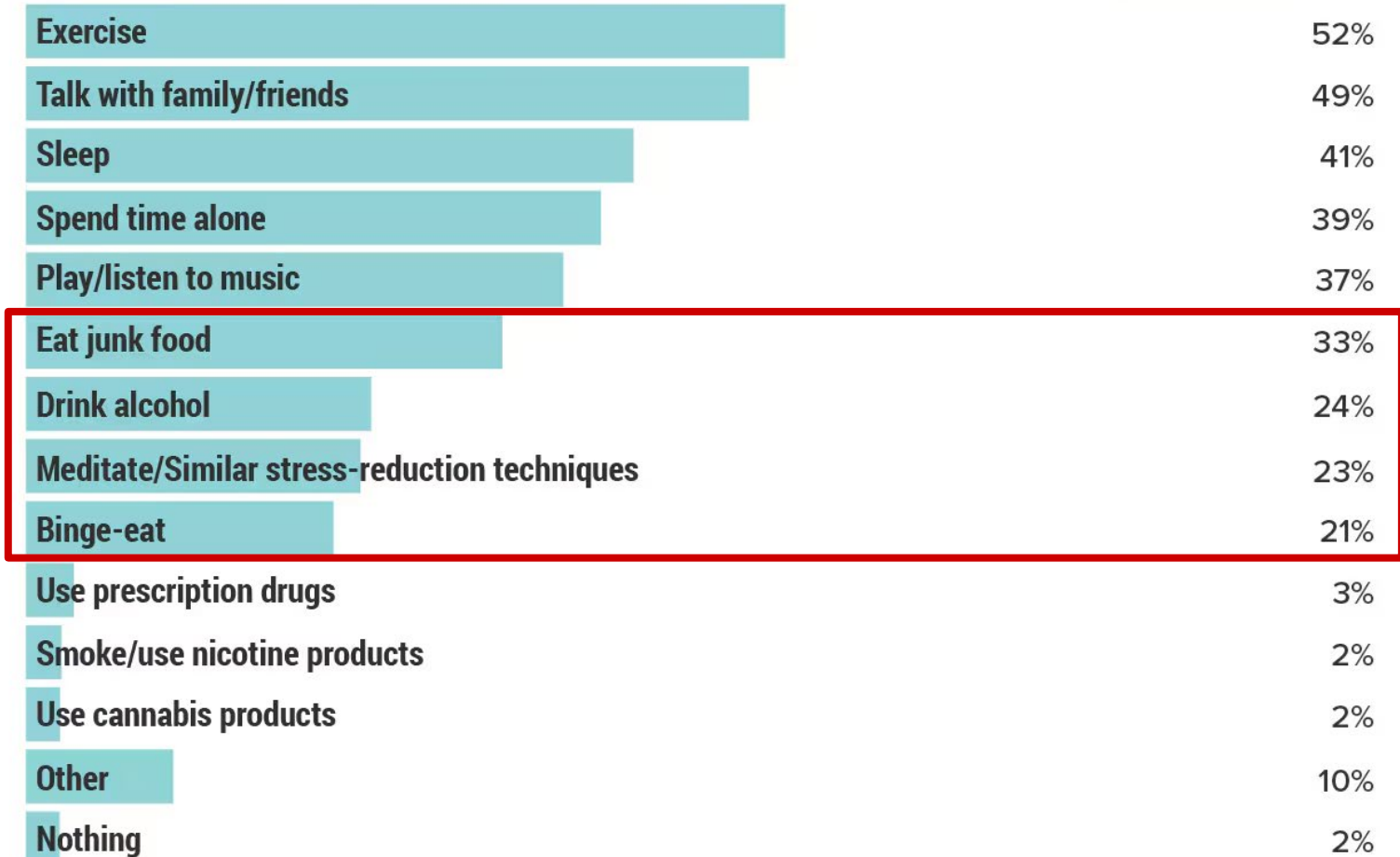
Has Burnout Negatively Affected Your Personal Relationships?



Does Your Employer Seem to Recognize Burnout Problems?

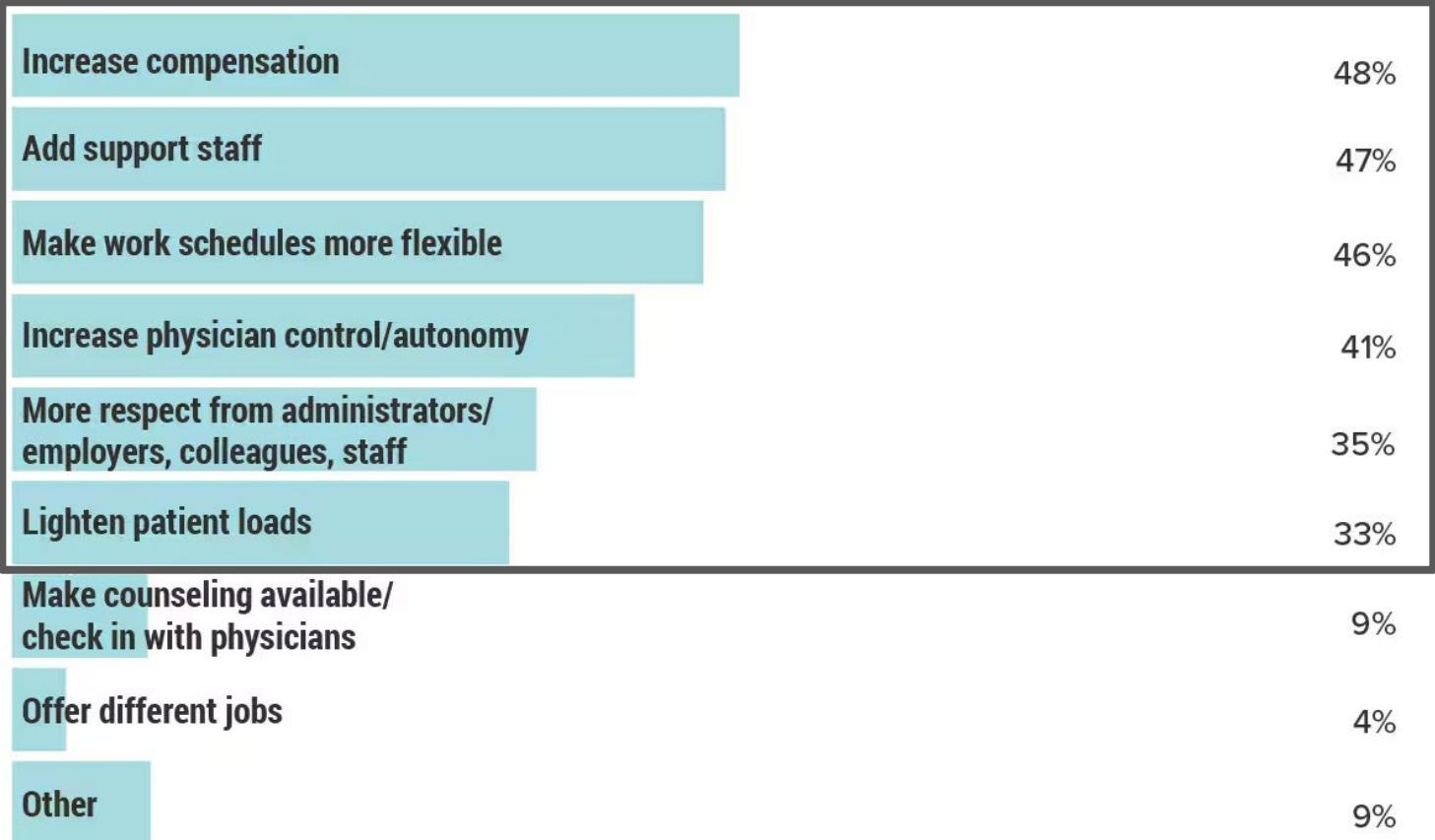


Coping Mechanisms That Physicians Use for Burnout



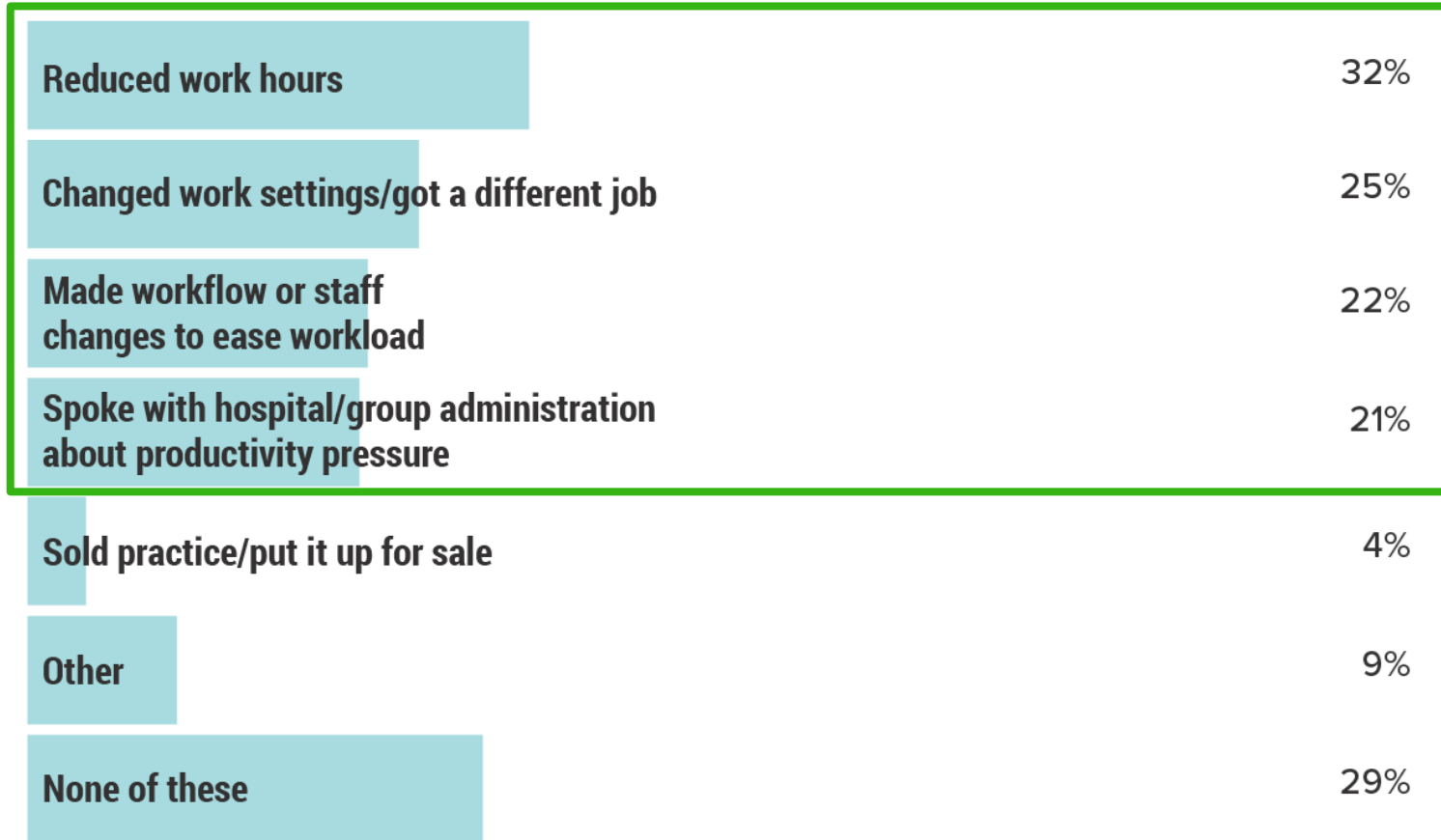
Respondents could choose more than one.

What Workplace Measures Would Help Most With Your Burnout?



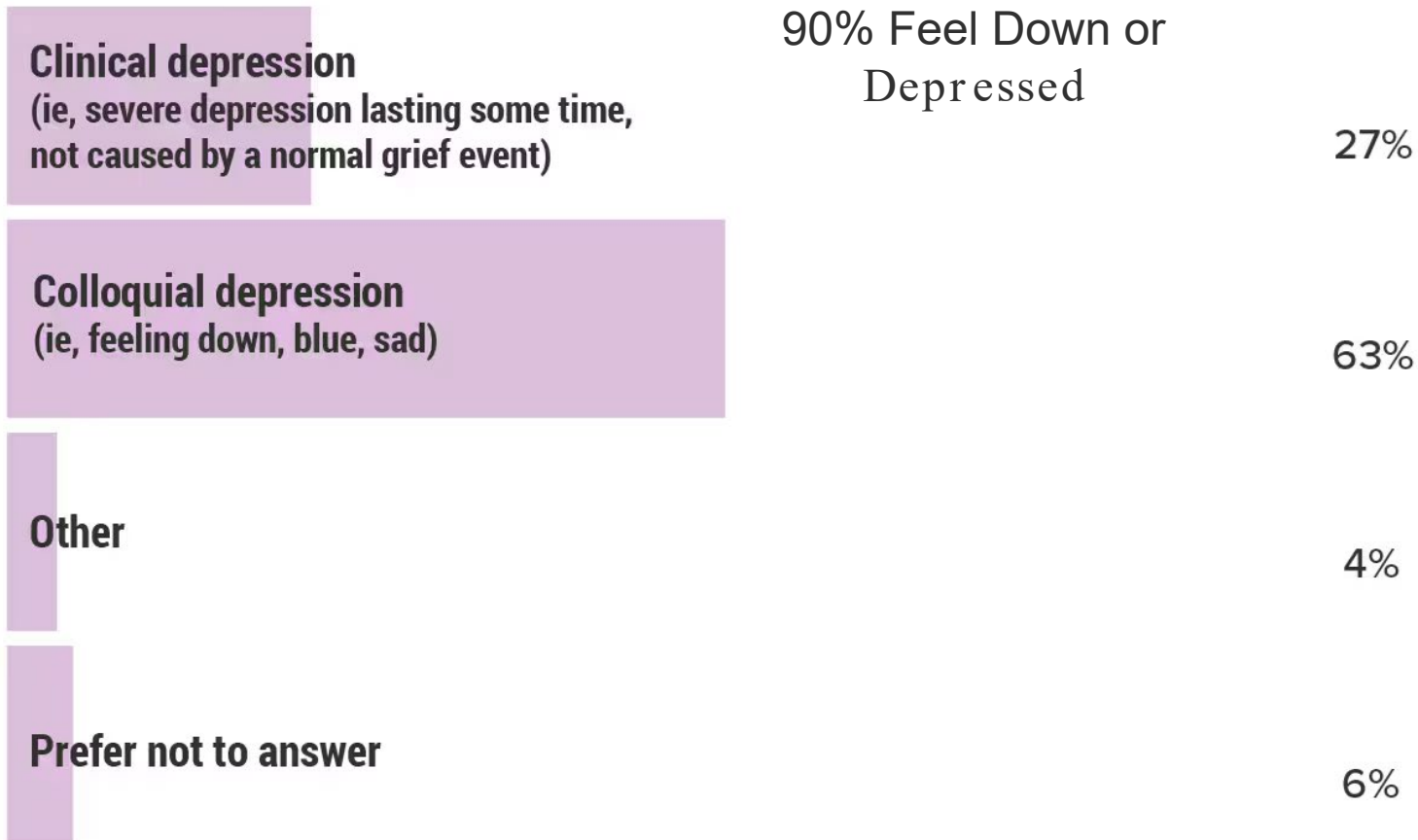
Respondents could choose up to three.

How Doctors Changed Their Work Environment to Reduce Burnout



Respondents could choose more than one.

Percentage of Physicians Who Are Depressed



How Depression Affects Doctors' Work Life

"I have lost my drive to help and to innovate."

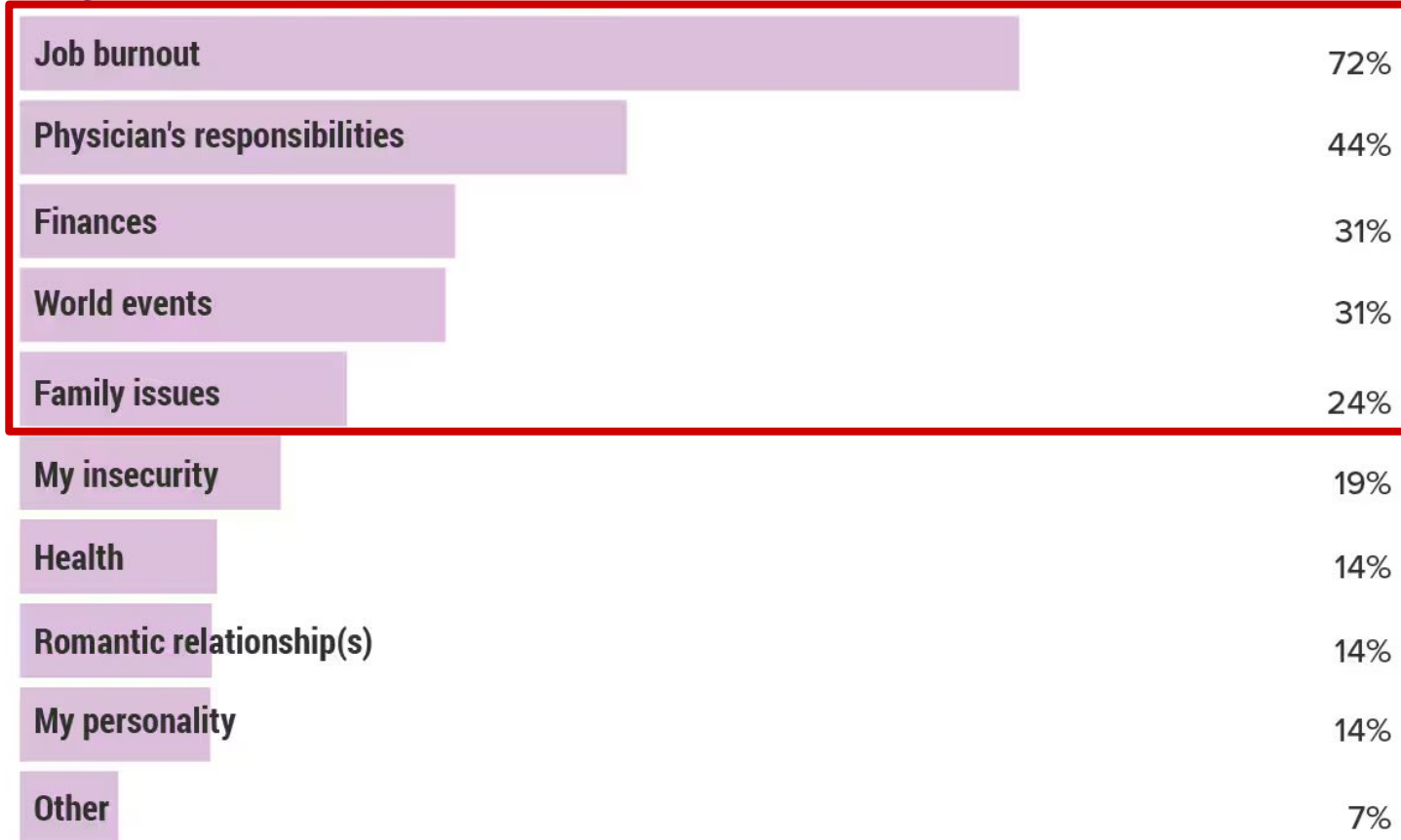
"I am angry and sad about why I am in this stage, as I have done nothing I can attribute it to beyond often stating the truth in the interest of patient care."

"I feel unwell. It's affected my sleep and appetite. I have chronic fatigue and pain that make it harder to work."

"I arrive at work every day trying to have a good outlook, but it only lasts 15 seconds."

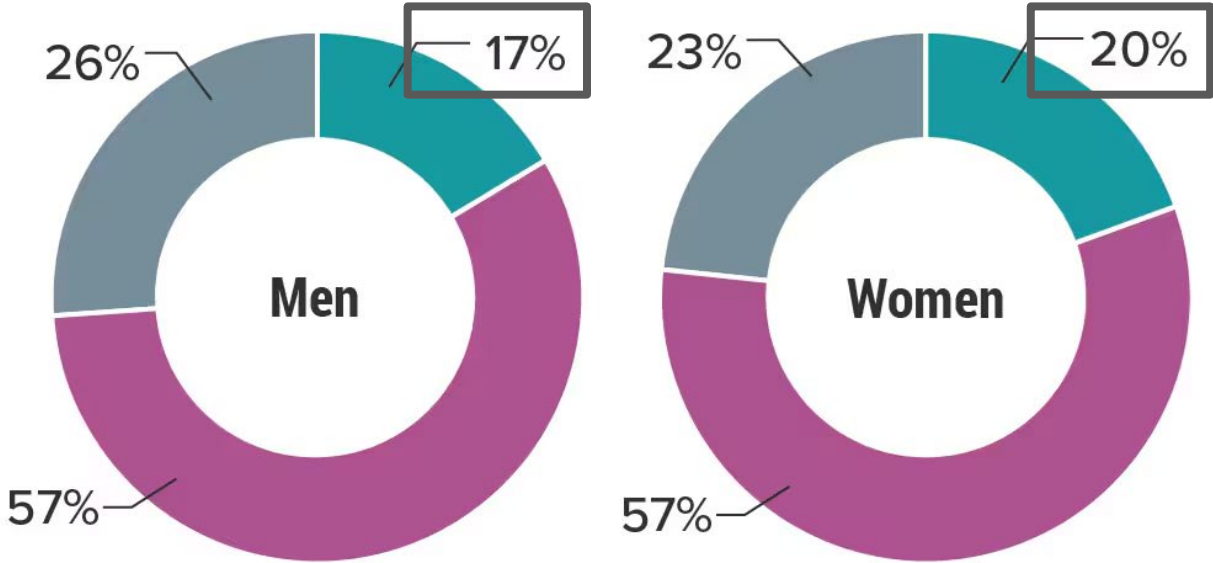
"I count down the hours until I can leave, and I am unhappy talking to people."

Factors That Contribute Significantly to Physicians' Depression

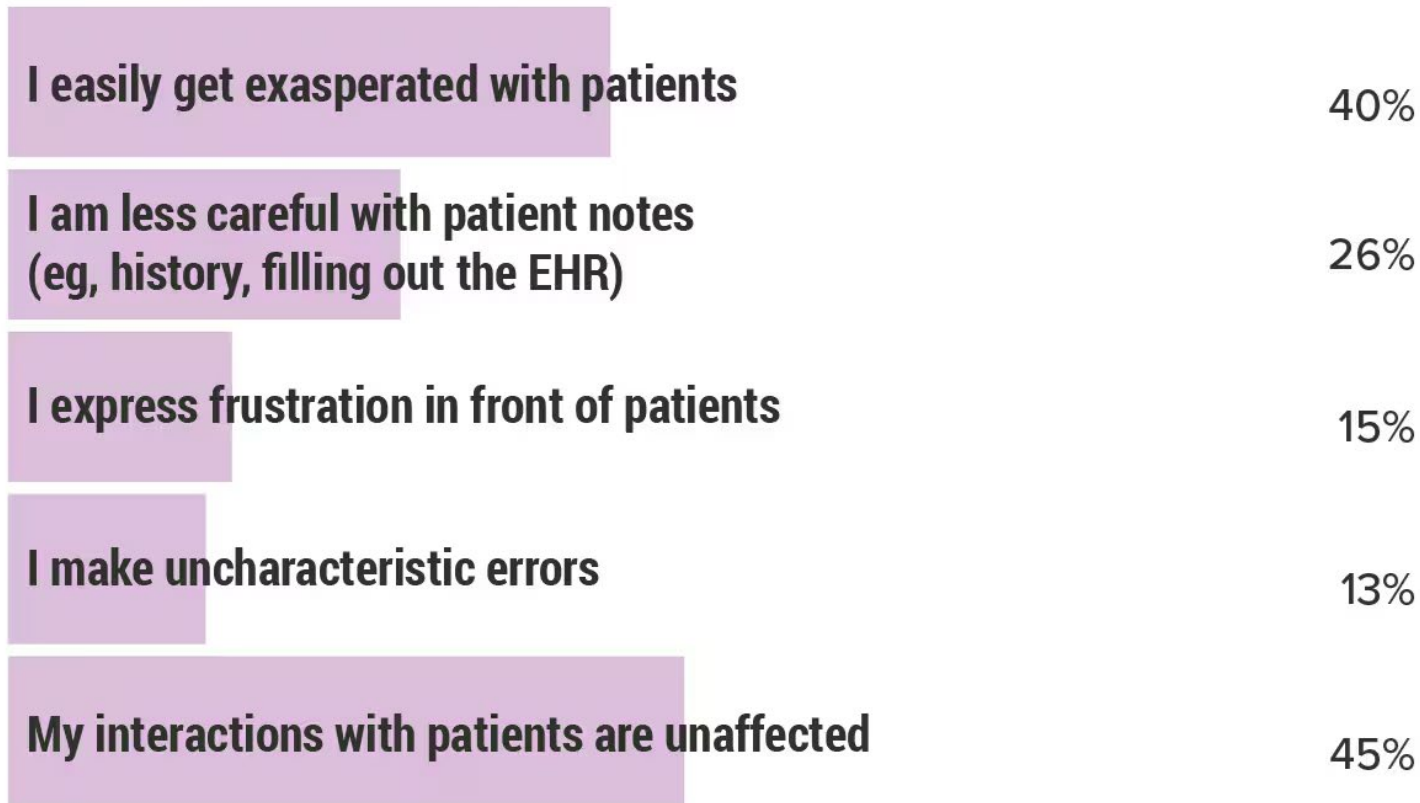


Respondents could choose up to three.

Is Confiding in Other Doctors About Depression a Practical Idea?

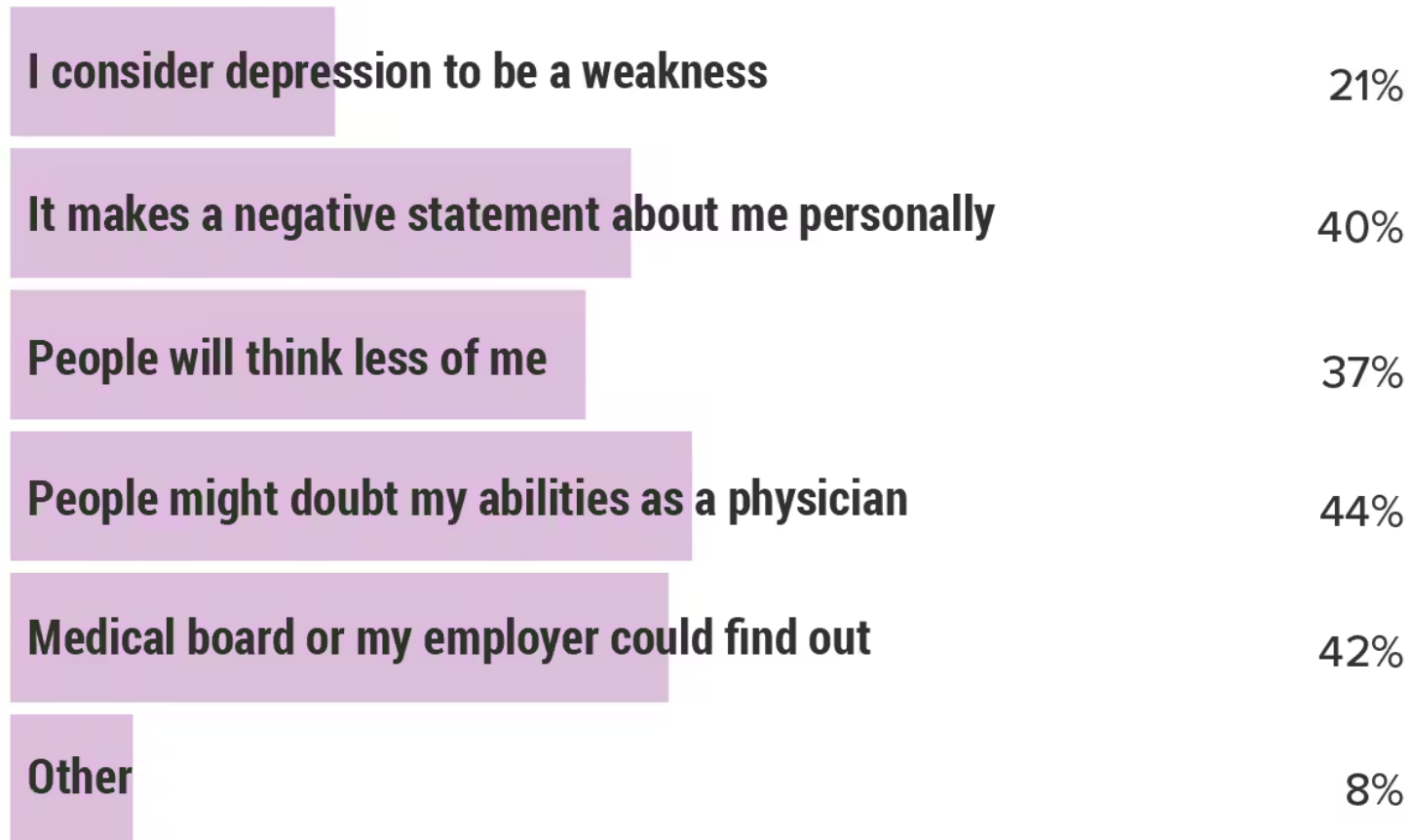


How Does Your Depression Affect Your Patient Relationships?



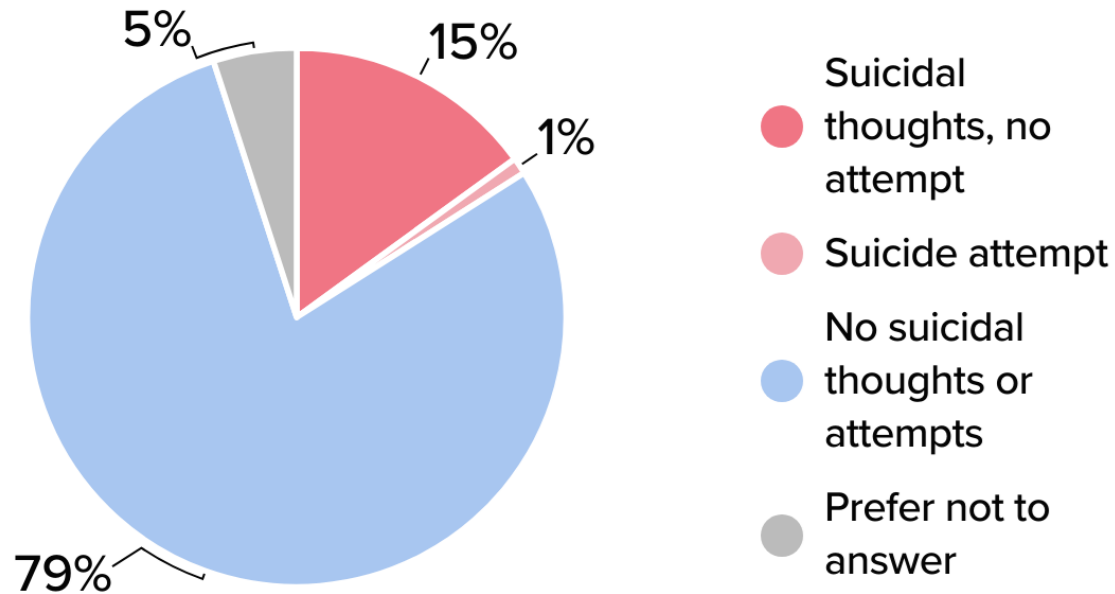
Respondents could choose more than one.

Why You Might Not Tell Anyone About Your Depression



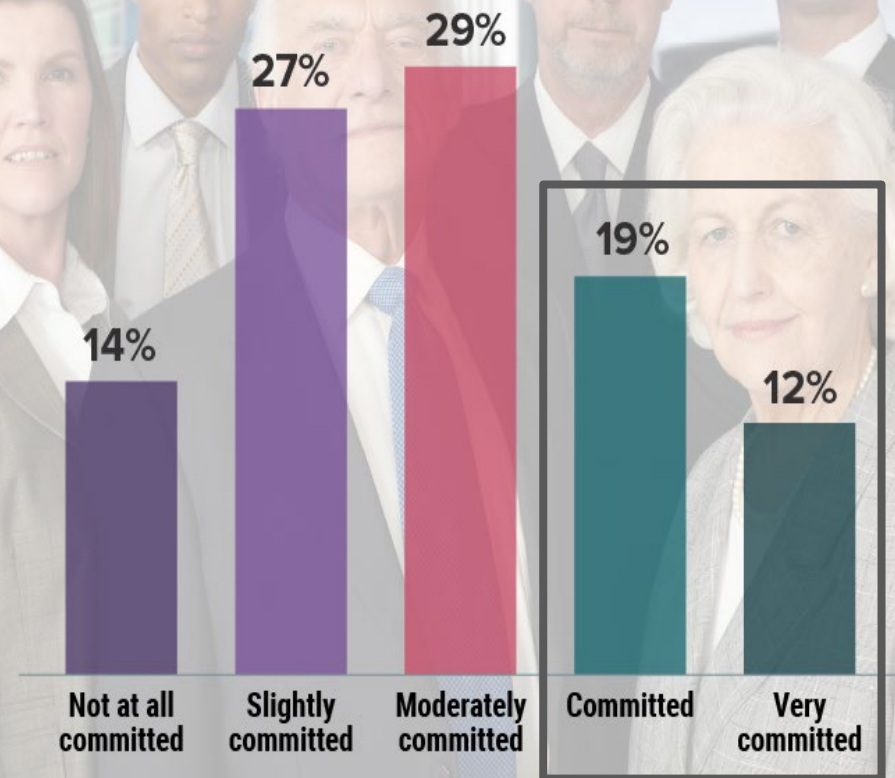
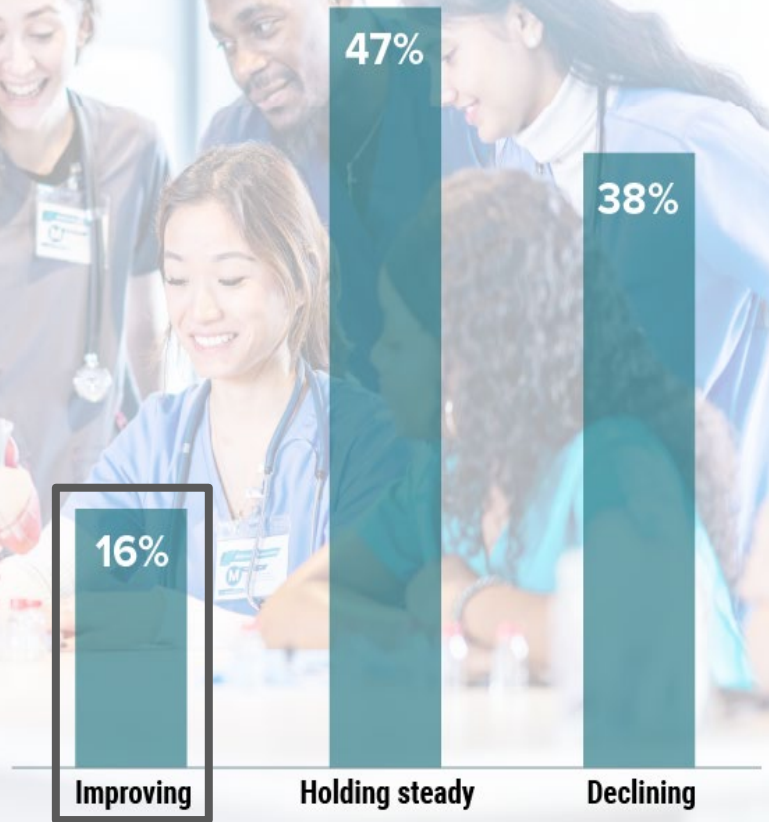
Respondents could choose more than one.

At Least 1 in 6 Doctors Contemplated or Attempted Suicide



Most Doctors: Workplace Culture Quality Is Steady or Improving

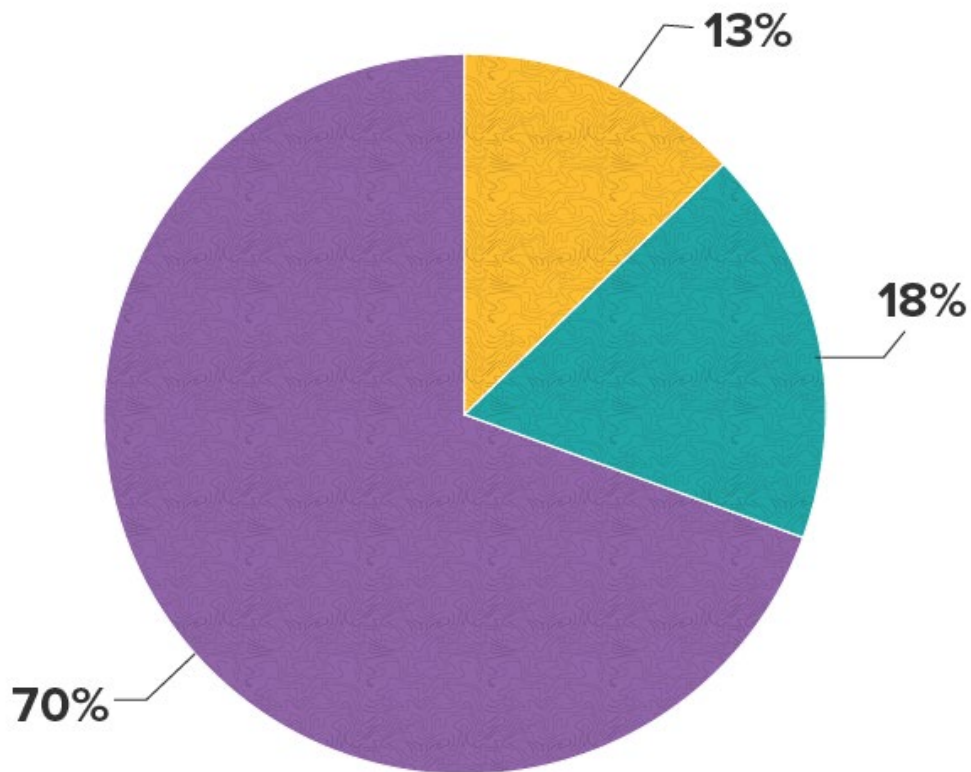
Physicians Don't See a Big Management Commitment to Positive Culture



69%: Mgmt Moderately, Slightly, or Not at All Committed

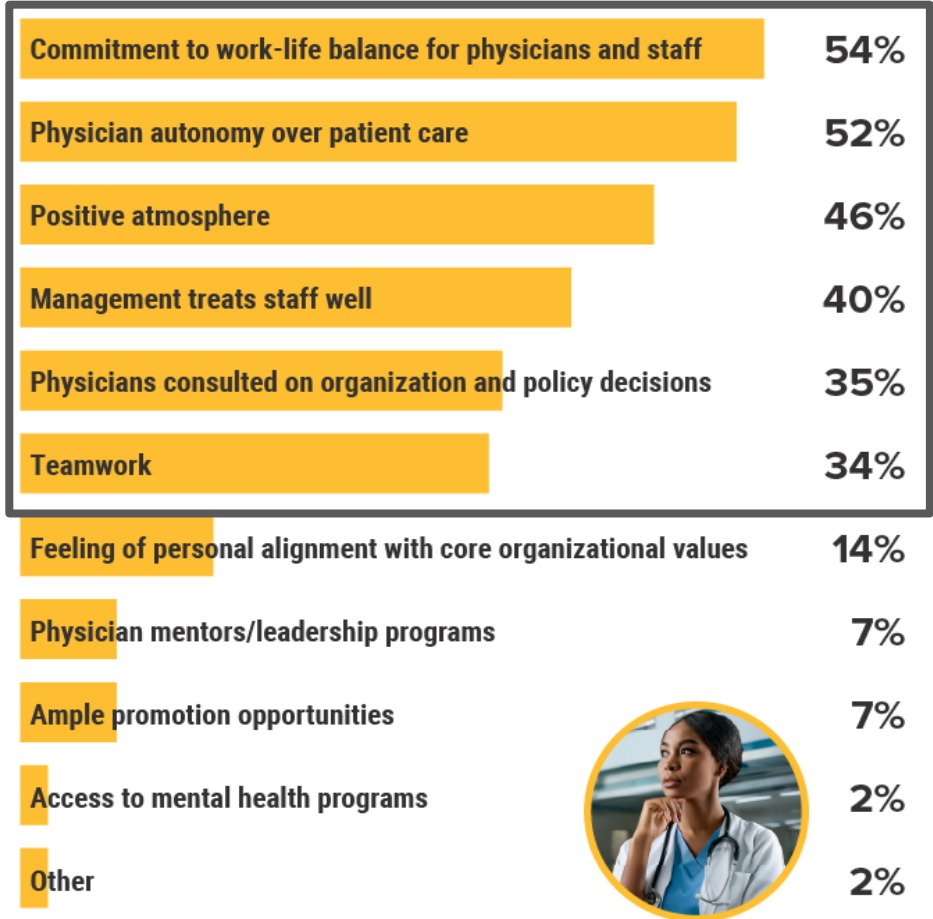
Culture Is Just as Significant as Money, if not More

● Compensation more important ● Workplace culture more important ● They are equally important



Respondents were asked whether compensation or workplace culture is more important in retaining physicians.

Work-Life Balance, Autonomy Top the Priority List



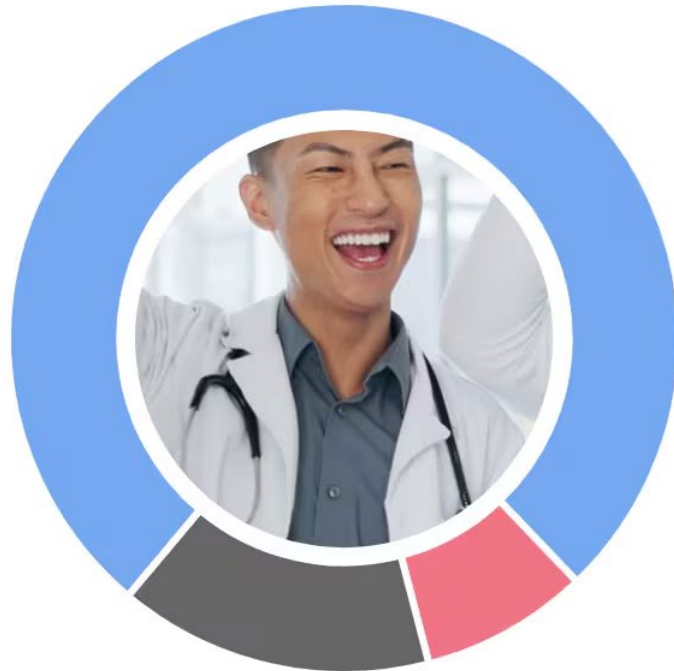
Respondents could choose up to three.

Where Employers Need to Improve in Creating a Culture



Respondents could choose up to three.

3 in 4 Physicians: Happiness and Balance Are Attainable in My Profession

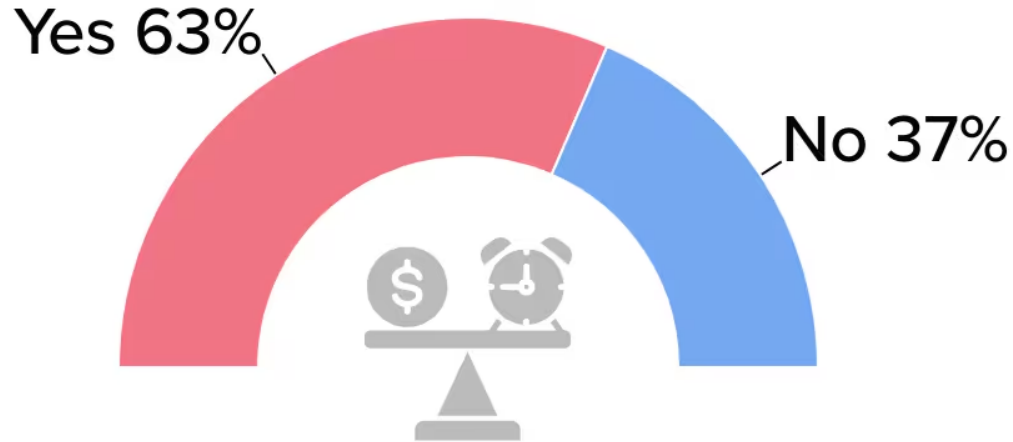


76% ● Yes

8% ● No

15% ● Unsure

Nearly 2 of 3 Doctors Would Accept Pay Cut for Improved Balance



Respondents were asked if they would accept a reduction in salary/compensation for better work-life balance/more free time.

Physicians Speak Out on Striving for Balance

“The physician has control over work-life balance. However, finances, power, prestige, etc. distract from caring about work-life balance.”

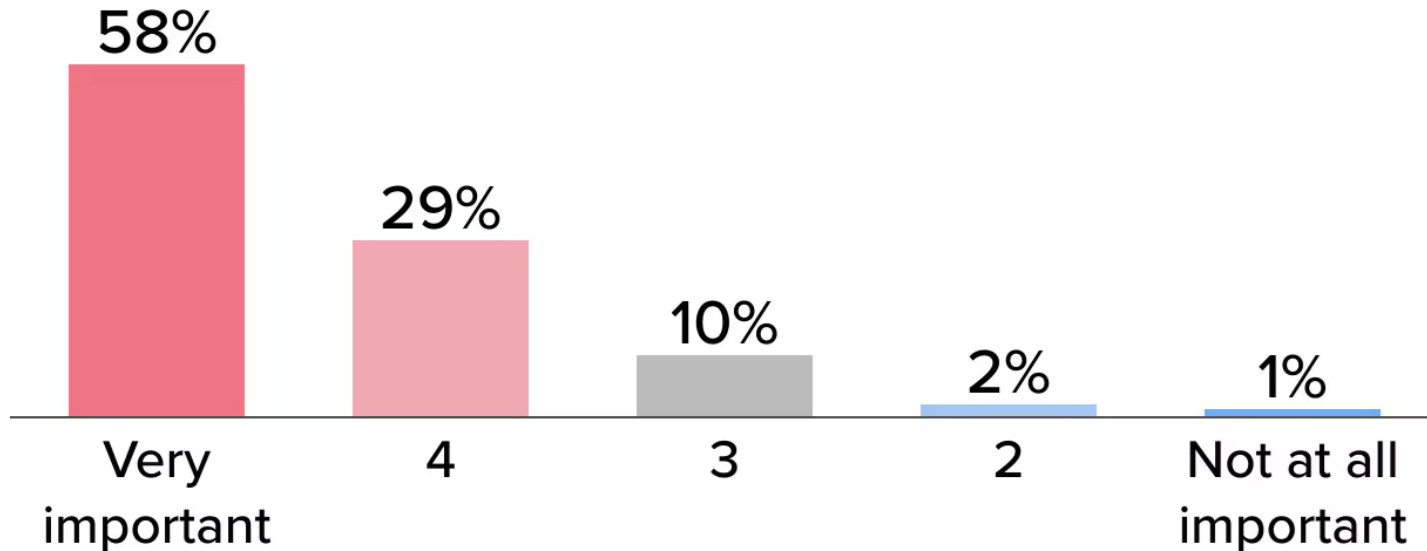
“You need to go part-time or locums to have any balance.”

“The number of hours at work can't be excessive. Then it's possible.”

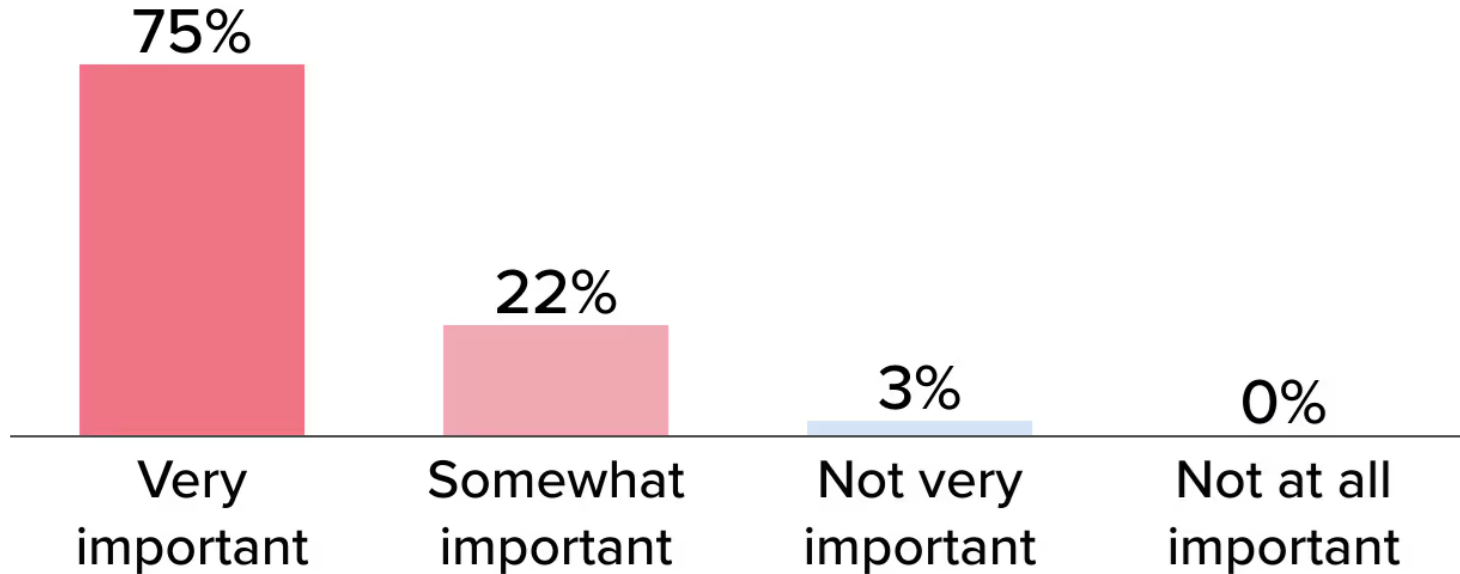
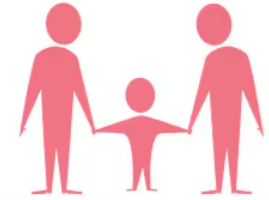
“Two years ago, I moved to an outpatient practice. No more working on holidays, weekends, and overnight in the hospital. My lifestyle, happiness, and marriage are so much better.”

“Keep up with your own medical evaluations and laugh a lot, even when life throws you challenges.”

Outside Interests and Hobbies Are Key in Physicians' Lives

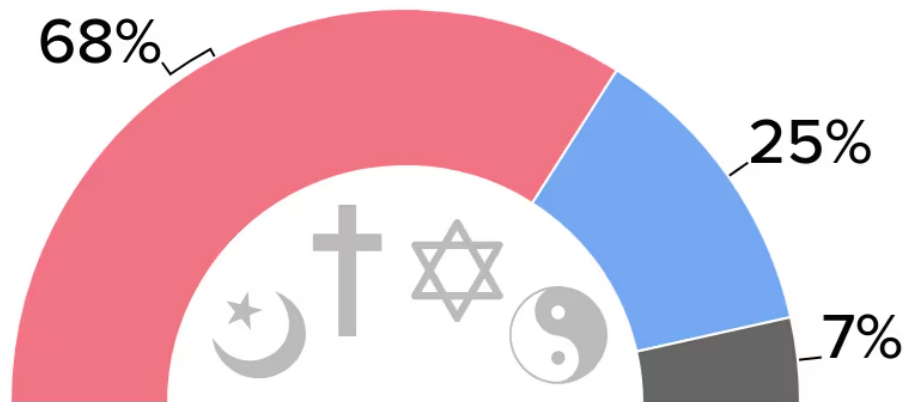


Most Doctors Covet More Personal and Family Time Right Now



Most Physicians Have a Spiritual or Religious Belief

● Yes ● No ● Prefer not to answer



Interactive Component (60 Minutes)

- 1) **Set Forth by Asking Life's Biggest Questions: By Reconnecting to Who You Are and Why You Are Here, You Will Inherently Find Meaning and Joy Both in Medicine AND in Your Personal Life, Improve Workplace Culture, and Reduce Burnout.**
- 2) **Self-Assessment Taking Your Own Inventory Where Are You On Your Journey? Pair-Share (10 minutes).**
- 3) **Ancestors Within You. Pair Share (10 minutes).**
- 4) **Transformative Life Experiences Values. Worksheet only (10 minutes).**
- 5) **Connecting to Something Larger than Your Individual Self to Relieve Burnout. Guided Meditation (10 minutes).**
- 6) **Finding Your Village of Intention. Pair and Share (10 minutes).**
- 7) **Putting It All Together. Worksheet (10 minutes).**

*Who Am I?
Why Am I Here?*





*What Are My
Needs?*



What Brings Me
JOY?

What Makes
Time Itself Stop?

What Makes Your
Heart Sing?



The Brain Exercise

Are these the
Most
meaningful
Years of your
life?

What is Getting
in the way of
being able to
connect to the
life you have
imagined?

Knowing Who You Are:

1. Ancestors Within You

1. Transformative Life Experiences - Values

1. Connecting to Something Larger than Yourself

1. Your Village of Intention



Ancestors.



Ancestors:

What is an ancestor? Who were your ancestors?

What was their way of life? Their way of thinking? Their way of being? Their Traumas? Their Resilience?

How does your ancestry impact your world view and the way that you see yourself?

How much of them is alive in you today (values, resonance, meaning, identity)?
What do you choose to leave behind?

African Proverb

Walk Like You Have 3,000 Ancestors Walking Behind You









Guided
Meditation.



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Knowing Who You Are:

1. Ancestors Within You

1. Transformative Life Experiences - Values

1. Connecting to Something Larger than Yourself

1. Your Village of Intention

Love

Open.



Joy

Awe.

Becoming Entangled.

Ego. Prestige. Fear. Anger/Hatred. Greed. Jealousy. Insecurity. Expectations. Stagnation. Trauma.



◆
SIFE



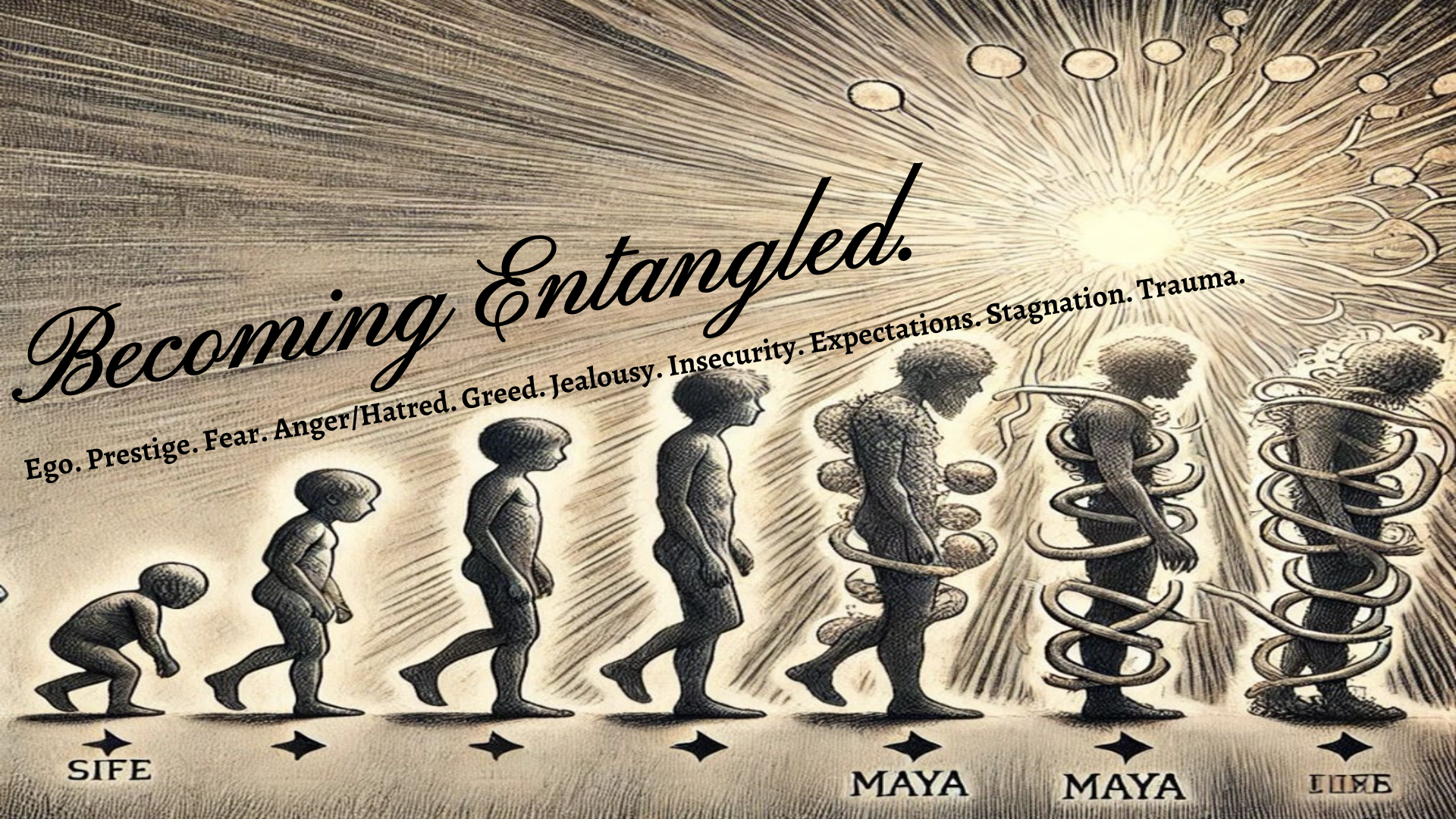
◆
MAYA



◆
MAYA



◆
MAYA



Untangling You



Eg Selfless. Prestige. Fear. Anger. Hate. Greed. Generosity. Jealousy. Insecurity. Expectations. Mindfulness. Stagnation. Trauma.

Transformative, Watershed, and Paradigm Shattering Life Experiences (Break Down to Birth, Preconception, Early Childhood, Middle Childhood, Adolescence, Early Adulthood, Middle Adulthood)



Pick a few life experiences that changed the trajectory of your life. For every traumatic experience or person who caused you harm, try to pick a moment that symbolizes the best that life has to offer (unconditional love, patience, resilience, overcoming the odds, courage, acceptance, unity, coming together), and those who helped you get there (both are important). What values and life lessons do you take from each experience?

Knowing Who You Are:

1. Ancestors Within You

1. Transformative Life Experiences - Values

1. Connecting to Something Larger than Yourself

1. Your Village of Intention



Connecting
to Something
Larger Than
Your
Individual
Self

The Antidote to
Why Me Ego-
Centrism and
Suffering.







Guided Meditation.

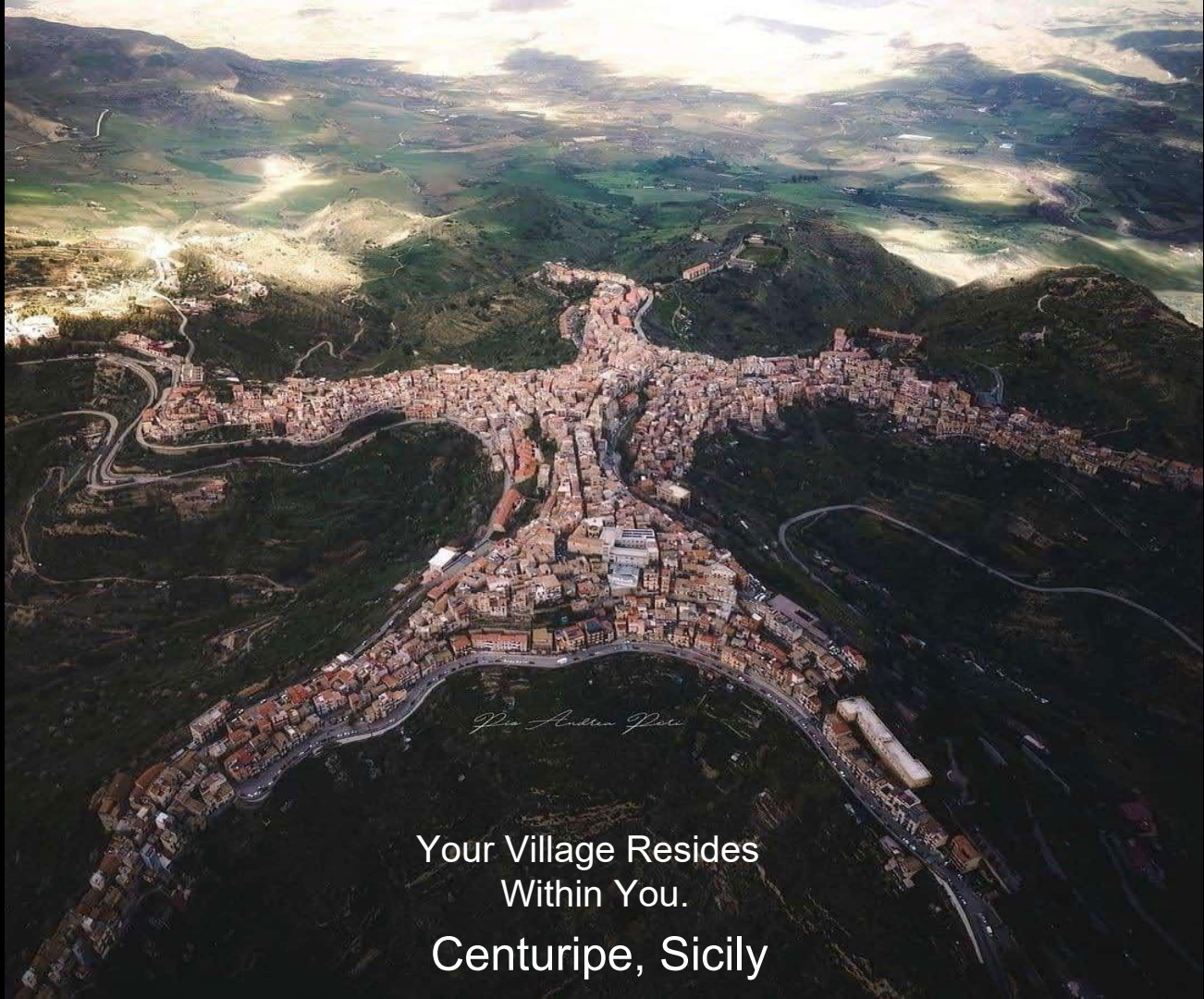
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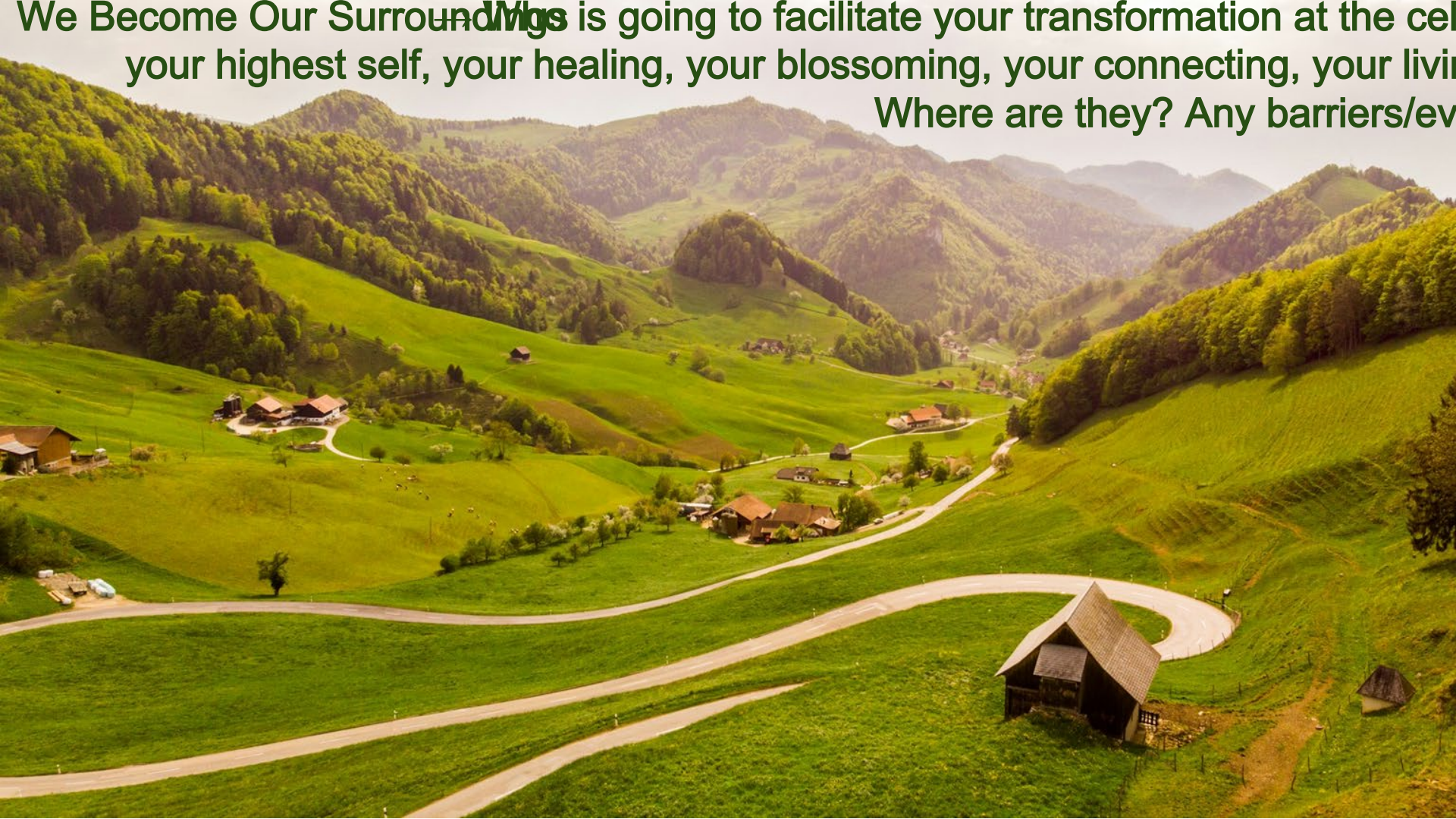


The Ancient Place

Your Village Resides
Within You.

Centuripe, Sicily

We Become Our Surroundings is going to facilitate your transformation at the cell level, your highest self, your healing, your blossoming, your connecting, your living. Where are they? Any barriers/ev





The Power of Knowing Who You Are.

Comfort Your Past Self(ves)
Love Your Current Self.
Inspire Your Future Self.

SUMMARY

Creating Intentional



*Who Am I?
Why Am I Here?*





*What Are My
Needs?*



What Brings Me
JOY?

What Makes
Time Itself Stop?

What Makes Your
Heart Sing?



The Brain Exercise

Are these the
Most
meaningful
Years of your
life?

What is Getting
in the way of
being able to
connect to the
life you have
imagined?

SUMMARY Who Am I and Why Am I Here?

I am (insert full name.)

I come from (insert ancestor information) I take from my ancestors (insert values, strengths, and resilience you take from your ancestors) and choose to leave (traumas, isms, shame/guilt)

I have experienced the following transformative, watershed, and paradigm shattering life experiences (list experiences here) take the following values and life lessons from these experiences (list values and life experiences)

I am a part of something larger than my individual self (world view here) I will connect to this by (list how you will connect to this)

I have a village of people who inspires me to be the highest version of myself, including (specific people here) I will connect with these people regularly (list methods here)

Based on all of this information, why am I here? What is my purpose on this planet (

Most importantly, how am I going to remain intentional about connecting to this regularly?



Thank You!

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