

An Evidence Based Approach to Prevent Burnout

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Presented by:

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What is Burnout?

- ▶ Psychological term coined by Herbert Freudenberger in 1974
 - Long-term exhaustion (6 months +)
 - Diminished interest in work
 - A result from chronic occupational stress
 - Not recognized as a distinct disorder, in the DSM-5, due to the fact it is problematically close to depressive disorders
 - Included in the ICD-10, found under Problems related to life-management difficulty
- ▶ ([http://en.wikipedia.org/wiki/Burnout_\(psychology\)](http://en.wikipedia.org/wiki/Burnout_(psychology)))

Symptoms of Burnout...

- ▶ Similar to those of clinical depression;
- ▶ A study by Bianchi, Schonfeld, and Laurent (2014) showed that about...
 - * 90% of burned out workers meet diagnostic criteria for depression,...
 - * burnout may be a depressive syndrome rather than a distinct entity.

([http://en.wikipedia.org/wiki/Burnout_\(psychology\)](http://en.wikipedia.org/wiki/Burnout_(psychology)))

Side Effects of stress on the mind/mood...

- ▶ Anxiety
- ▶ Restlessness
- ▶ Lack of motivation and/or focus
- ▶ Irritability and/or anger
- ▶ Sadness and/or depression

Side Effects of stress on the body...

- ▶ Headache
- ▶ Muscle tension or pain
- ▶ Chest pain
- ▶ Fatigue
- ▶ Change in sex drive
- ▶ Stomach upset
- ▶ Sleep problems

Side Effects of stress on the behavior...

- ▶ Over eating or under eating
- ▶ Angry outbursts
- ▶ Drug or alcohol abuse
- ▶ Tobacco use
- ▶ Social withdrawal

Stress vs. Burnout

Stress

- ▶ Over-engagement
- ▶ Produces urgency
- ▶ Produces hyperactivity
- ▶ Loss of energy
- ▶ Anxiety disorders

Burnout

- ▶ Disengagement
- ▶ Produces helplessness
- ▶ Produces hopelessness
- ▶ Loss of motivation
- ▶ Loss of ideals

12 step burnout phase


1. The Compulsion to Prove Oneself–
excess ambition

2. Working Harder– trying prove
oneself

3. Neglecting your own Needs– Friends
and family, eating, and sleeping start to
become seen as unnecessary

12 step burn out phase

4. **Displacement of Conflicts**–physical symptoms are expressed.

5. **Revision of Values**– isolate themselves from others, avoid conflicts, denial towards basic physical needs. Changed value system.

6. **Denial of Emerging Problems**–Intolerance. Dislike being social, it's unbearable. Outsiders notice more aggression and sarcasm.

12 step burnout phase

7. Withdrawal

Isolation. Alcohol or drugs may be sought out for a release since they are obsessively working.

8. Obvious Behavioral Changes

Coworkers, family, friends, and others cannot overlook the behavioral changes of this person.

9. Depersonalization

No longer see themselves or others as valuable. Loses track of their personal needs. Life turns to a series of mechanical functions.

12 step burnout phase

▶ 10. Inner Emptiness

Feeling empty inside as a result overeating, sex, alcohol, or drugs may be incorporated.

▶ 11. Depression

Burnout may include depression. No meaning to life.

▶ 12. Burnout Syndrome

Collapse physically and emotionally and should seek immediate medical attention. Suicide potential.

How to prevent burnout?

- ▶ Healthy eating– Alkaline foods, organic grass fed meats, water
- ▶ Exercising– walking, gym, consistent physical activity
- ▶ Sleeping habits– consistent routine with adequate hours
- ▶ Setting boundaries– when to stop it!

How to prevent burnout?

- ▶ Technology Break– one week a month– deactivate phone email when you leave work
- ▶ Creativity– Start having FUN!



How to prevent burnout?

- ▶ “Right brain: I am the right brain. I am creativity. A free spirit. I am passion. Yearning. Sensuality. I am the sound of roaring laughter. I am taste. The feeling of sand beneath bare feet. I am movement. Vivid colors. I am the urge to paint on an empty canvas. I am boundless imagination. Art. Poetry. I sense. I feel. I am everything I wanted to be.”

(<http://blogs.psychcentral.com/creative-mind/2012/02/left-brain-right-brain-creativity-and-innovation/>)

- ▶ *Medical Qigong– Relaxing ritual/practice*

Chinese Medicine

- ✓ **Medical Qigong**– FDA approved Mind–Body medicine
 - Internal Therapy
 - Movement, guided imagery , self care techniques
 - External Therapy
 - Clinical application

Qigong Stress Reduction in Hospital Staff

The Journal of Alternative and Complementary Medicine

See the authors of this publication below...

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Qigong Stress Reduction in Hospital Staff

The Journal of Alternative and Complementary Medicine
October 2008

- ▶ 6 week intervention (n=16)
or
a waiting list (n=21)

- ▶ Primary Measure of stress:
 - Perceived Stress Scale

- ▶ Secondary Measure of stress:
 - Short Form-36 (SF-36)
 - QOL measure
 - 100-mm analog pain scale

Qigong Stress Reduction in Hospital Staff

The Journal of Alternative and Complementary Medicine

October 2008

- ▶ Qigong group compared to control group results
 - **Perceived Stress**, significant reduction ($p=.02$)
 - **SF-36** , greater improvement ($p=.04$)
 - **100-mm Pain Scale**, significant reduction ($p=.03$)
 - Higher baseline stress levels within Qigong group

- (<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3152799/>)

The Effects of Qigong on Anxiety, Depression, and Psychological Well-Being: A Systematic and Meta-Analysis

Hindawi Publishing Corporation

October 2012

See the 5 research institutions listed below:

- ▶ Depression Clinical and Research Program, Massachusetts General Hospital, Boston, MA
- ▶ Benson Henry Institute Massachusetts General Hospital, MGH, Boston, MA

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The Effects of Qigong on Anxiety, Depression, and Psychological Well-Being: A Systematic and Meta-Analysis

Hindawi
October 2012

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The Effects of Qigong on Anxiety, Depression, and Psychological Well-Being: A Systematic and Meta-Analysis

Hindawi
October 2012

15 studies published between 2001-2011

- ✓ Effective in reducing depression & anxiety
 - measured by Symptom Checklist 90
- ✓ Effective in improving psychological wellbeing
 - measured by Quality of Life Scale

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The Effects of Qigong on Anxiety, Depression, and Psychological Well-Being: A Systematic and Meta-Analysis

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- ▶ “...most frequently reported psychological benefits were decreased depressive symptoms and improved mood...”
- ▶ “In one study examining biomarkers related to stress response, norepinephrine, epinephrine, and blood cortisol levels were significantly decreased in response to Qigong compared to a wait-listed control group”
- ▶ “Improvement of overall QOL was the second most frequently mentioned benefit...”

Effects of rehabilitation programs for patients on long-term sick leave for burnout: a 3-year follow-up of the REST study.

Journal of Rehabilitation Medicine
February 2012

- ▶ Therese Stenlund, PhD, Maria Nordin, PhD, Lisbeth Slunga Jarvholm, MD, PhD
- ▶ Department of Public Health and Clinical Medicine, Occupational and Environmental Medicine and Department of Community Medicine and Rehabilitation, Division of Physiotherapy, Umea University, Umea, Sweden

“...burnout: a 3-year follow-up...”

Journal of Rehabilitation Medicine
February 2012

- ▶ 107 patients with burnout
3 year follow-up of a randomized controlled trial with two 1-year group programs
- A) Cognitively oriented behavioral rehab in combination with Qigong; and
- B) Qigong alone

“...burnout: a 3-year follow-up...”

Journal of Rehabilitation Medicine
February 2012

RESULTS

- ▶ Patients in program A (CBR + Qigong)
 - reported being significantly more recovered from their burnout ($p=.02$)
 - Lower levels of burnout ($p=.035$)
 - REDUCED THEIR USE OF MEDICATION FOR DEPRESSION ($p=.002$)

How can you incorporate Medical Qigong into your daily routine?

- ▶ Medical Qigong meditations (guided imagery)
 - Before work
 - Before each patient
 - Before bed
 - **App store**
 - **Burnout**
 - **Burnout Selfcare**

How to prevent exhaustion seeing px's?

- ▶ While seeing your patient...
 - Distract the mind with counting
 - Visualize the waterfall
 - See & feel – protective container
 - Wear white/avoid black clothing
 - Avoid the color red

How to prevent, reduce and overcome burnout w/ Medical Qigong?

- *External Therapy*
 - Weekly then every 4–6 weeks
 - Clinical Application at your home or office
- *Internal Therapy*
 - Weekly and/or Daily moving medical qigong
 - Daily Guided imagery
 - Journaling w/ pencil & paper

INTERNAL THERAPY– SELF CARE

- ▶ PREP – CLEANSING, LETTING GO
- ▶ COUNTER SWING
- ▶ GROUND
- ▶ SHAKE IT OFF

- ▶ HANDS, ELBOWS, SHOULDERS, NECK, WAIST, KNEES, FEET

INTERNAL THERAPY– SELF CARE

▶ APPLY

- “INCREASE CIRCULATION OF FLUIDS (BLOOD, SYNOVIAL, LYMPH)”
 - “ELICIT THE RELAXATION RESPONSE AND ALLEVIATE THE DYSREGULATION OF HYPOTHALAMIC–PITUITARY–ADRENAL AXIS”
- ▶ (EVIDENCE–BASED COMPLEMENTARY AND ALTERNATIVE MEDICINE, HINDAWAI PUBLISHING CORP. OCT. 2012)

INTERNAL THERAPY– SELF CARE

▶ MCO BREATHING

- UP BACK, DOWN FRONT

▶ SWAYING

- INHALE AS HANDS GO UP, ABDOMEN EXPANDS
- EXHALE AS HANDS GO DOWN, ABDOMEN CONTRACTS

INTERNAL THERAPY– SELF CARE

➤ LUNGS

- INHALE AS SEPERATING HANDS
- EXHALE AS HANDS GO TOGETHER – BUT DO NOT TOUCH

▶ KIDNEYS

- EXHALE WHILE SCOOPING
- INHALE WHILE COMING UP

INTERNAL THERAPY–SELF CARE

▶ LIVER

- INHALE 3 ARM EXTENSIONS
- EXHALE 3 ARM EXTENSIONS
- FEEL LEGS PUMPING AND EMPOWERING YOUR PUSH

▶ HEART

- INHALE WHEN BODY IS CENTERED
- EXHALE WHEN PUSHING OUT
- STRETCH THE FINGERS TO STIMULATE THE HEART MERIDIAN

INTERNAL THERAPY–SELF CARE

▶ SPLEEN

- INHALE AT CENTER
- EXHALE AT SIDE
- LEFT, CENTER, RIGHT, CENTER, LEFT ETC.

▶ CLOSE

▶ INHALE AS YOU RISE

▶ EXHALE AS YOU SINK AND CLOSE

STILL MEDITATION

- ▶ CHOOSE A COMFORTABLE POSITION TO EITHER
 - STAND
 - SIT
 - LAY DOWN
- FOR THE DURATION OF THIS EXERCISE

Open Door Questions/ Comments

THANK YOU

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