

Mindfulness

a Sustainable
Way to Prevent
BURNOUT

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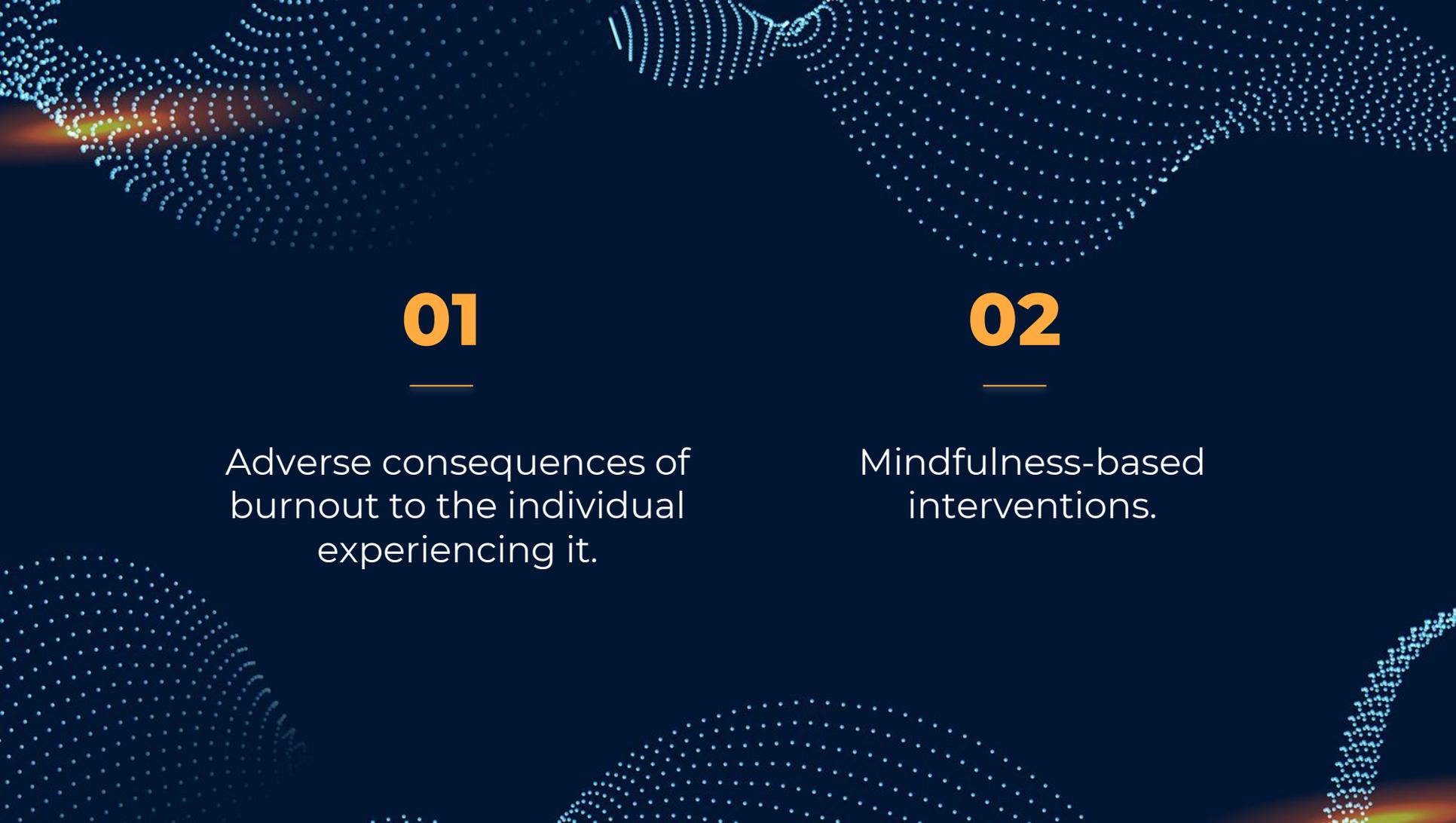
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Faculty and staff disclosure

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Objectives

1. Recognize burnout.
2. Identify how to nurture our well-being for positive outcomes in ourselves.
3. Reverberate positive outcomes to all others who we encounter.



01

Adverse consequences of
burnout to the individual
experiencing it.

02

Mindfulness-based
interventions.

Burnout

- Defined by WHO [the 11th revision of the International Classification of Disease(ICD-11)]:
 - “a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.” – “...an **occupational phenomenon, it is not classified as a medical condition.**”
- Three aspects of burnout
 1. Emotional exhaustion
 2. Depersonalization
 3. Diminished personal accomplishment



The Extreme Implications - unfolding as we speak

- Public health crisis (HHS, 2022)

“Burnout manifests in individuals, but it’s fundamentally rooted in systems. And health worker burnout was a crisis long before Covid-19 arrived.” -- Surgeon General Vivek Murthy (HHS, 2022)

- Long term debilitating consequences to the individual



Physical consequences of burnout

- Overwhelming exhaustion
- Accelerated aging
- Hypercholesterolemia
- Type 2 diabetes
- Coronary heart disease
- Hospitalization due to cardiovascular disorder
- Musculoskeletal pain
- Changes in pain experiences, prolonged fatigue
- Headaches
- Gastrointestinal issues
- Respiratory problems
- Severe injuries and mortality below the age of 45 years old.
- Weight gain (including cortisol, sedentarism, poor diet)
(Salvagioni, 2017)
- Accident prone
(Dyrbye, 2017)
- Illness prone
(Sapolsky, 2010)
(Jacob, 2010)



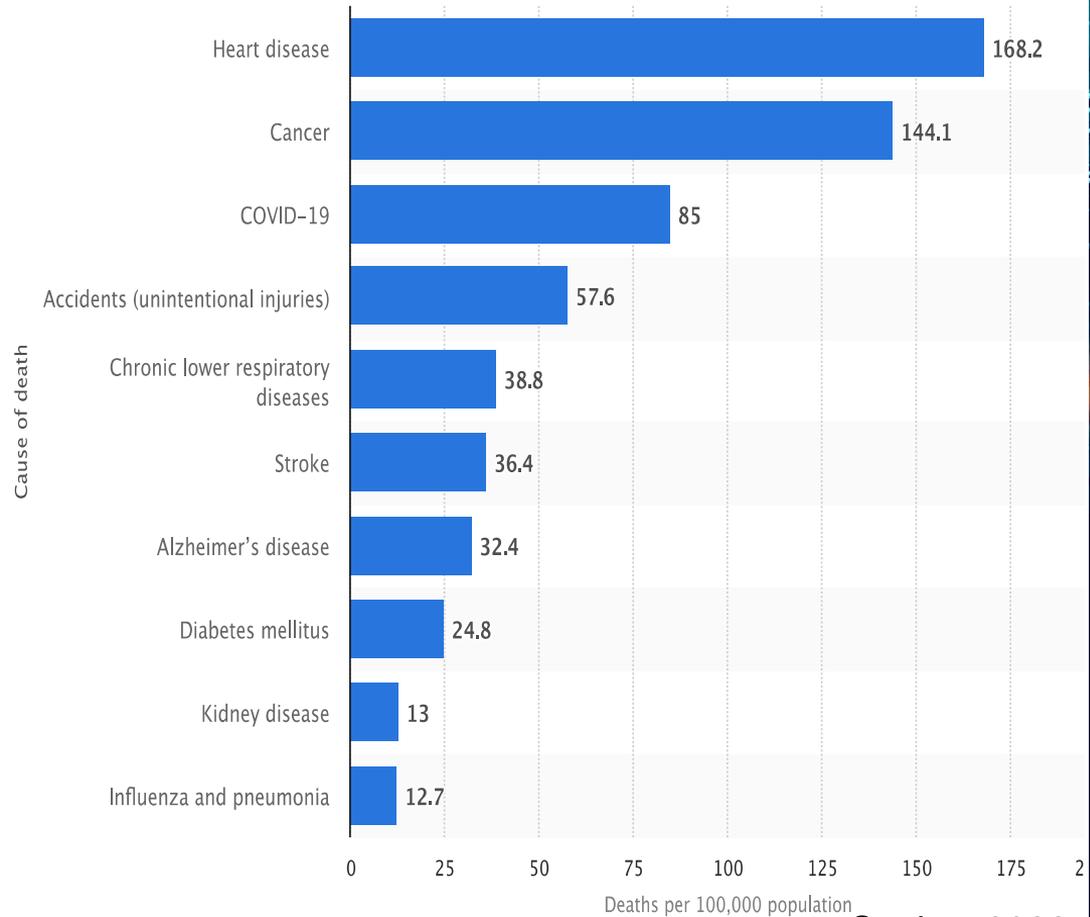
Prevalence

- Jones & Roe - *Hospital Pharmacy*, 2017
 - Pilot study
 - 61% amongst hospital pharmacists

- McQuade & Keller- *Journal of the American College of Clinical Pharmacy*, 2022
 - Research to analyze prevalence of burnout in health-systems and ambulatory pharmacists
 - 87.6% among hospital pharmacists



Leading cause of death in the US in 2020. (per 100,000 population)



Psychological effects of burnout

- Emotional exhaustion
- Cognitive impairment/ fragmentation
- Insomnia
- Depression
- Use of psychotropic and antidepressant medications
- Hospitalization for mental disorders
- Anxiety
- Neuroticism
- Helplessness
- Increase Alcohol/substance consumption
- Suicidal ideation

(Salvagioni, 2017)

(Dyrbye, 2017)



Occupational consequences of burnout

- Job dissatisfaction
- Disengagement
- Feelings of personal or professional inadequacy
- Reduced productivity and coping skills
- Resignation

Quality of life outside of work

- Social isolation

(Salvagioni, 2017)

(Dyrbye, 2017)

(HHS, 2022)

(Seppala E, 2017)



Suicidal ideation

- 988
National Suicide Prevention Lifeline (CDC,2021)
- 800-273-8255
International Association for Suicide Prevention
(NAM,2020)

Substance abuse

- 800-662-HELP
Substance Abuse and Mental Health Services
Administration (CDC, 2021)



Approach vantage point



How do we recognize burnout – in ourselves and others?

- These are common tools used to screen and measure for burnout (Dyrbye, NAM, 2017)
 - Maslach burnout inventory (MBI)
 - Copenhagen burnout inventory (CBI)
 - Oldenburg burnout inventory (OBI)
 - Physician worklife survey (PWLS)
- Great tools for conducting studies and gathering data for, and in, industries, organizations. (Maslach, HBR, 2021)

Symptoms

- Psychological – cognitive impairment
- Physical – altered habits
- Professional – altered ability
- Life outside of work – disconnection
- Quality of life – overall diminished



Can you recognize it when you see it?

- Passive indicators: stemming from low arousal emotion
 - Internal – feelings of inadequacy
 - External – despondency and apathy
- Active indicators: stemming from high arousal emotion
 - Internal - unhealthy behaviors (eating or drinking) physical impairment, absent at/from work
 - External – easily annoyed, expressing impatience and discontent

(Luciano, HBR, 2021)

- Chronically "normal"

How is burnout currently addressed?

- Unrecognized
- Misdiagnosed as incompetence
- Silence or dismissed
- Options are limited

The Gap: what is needed

- Recognize chronic stress induces and exacerbates inflammation(physically, mentally, and socially), which undermines the individual's ability to function at their best. It can lead to serious consequences and outcomes. **NO ONE IS EXEMPT**
- Recognize **self-care** is crucial to well-being and performance. How can we give ourselves more compassion?
- Compassion for self and **extend your compassion** toward others
- Perhaps cultivating **MINDFULNESS** to decrease burnout and improve well-being (Goodman & Schorling, 2012).

Mindfulness-Based Intervention for Healthcare Providers

- Pre-post observation study (Goodman & Schorling, 2012).
- The purpose of the study was to determine if a continuous education course based on a Mindfulness-Based Stress Reduction could decrease burnout and improve well-being
- The course was offered 11 times over a 6 years period (beginning in 2004), 93 participants

Mindfulness-Based Intervention for Healthcare Providers

- 73 (78%) of participants completed both pre- and post-questionnaires
- Instruments used to measure outcomes were Maslach Burnout Inventory and SF-12v2
- The data was analyzed comparing scores between the first and last class

Mindfulness-Based Intervention for healthcare providers

- The study suggests: “A continuing education course based on mindfulness-based stress reduction was associated with significant improvements in burnout scores and mental well-being for a broad range of healthcare providers.”

Mindfulness

Self-care

A radical act of compassion
To be mindful is to be human

Mindfulness meditation is NOT

- It is not sleeping
- It is not thinking
- It is not to clear your mind
- It is not transcendental meditation
- It is not psychotherapy
- It is not a cure-all
- It is not a quick-fix solution to stress



Mindfulness

- A **working definition**
 - The awareness that arises by paying attention on purpose, in the present moment, and non-judgmentally (Kabat-Zinn,2013,p.xxvii)
- Innate internal resource
- This natural ability can be enhanced through practice, like meditation



Mindfulness-Based Intervention

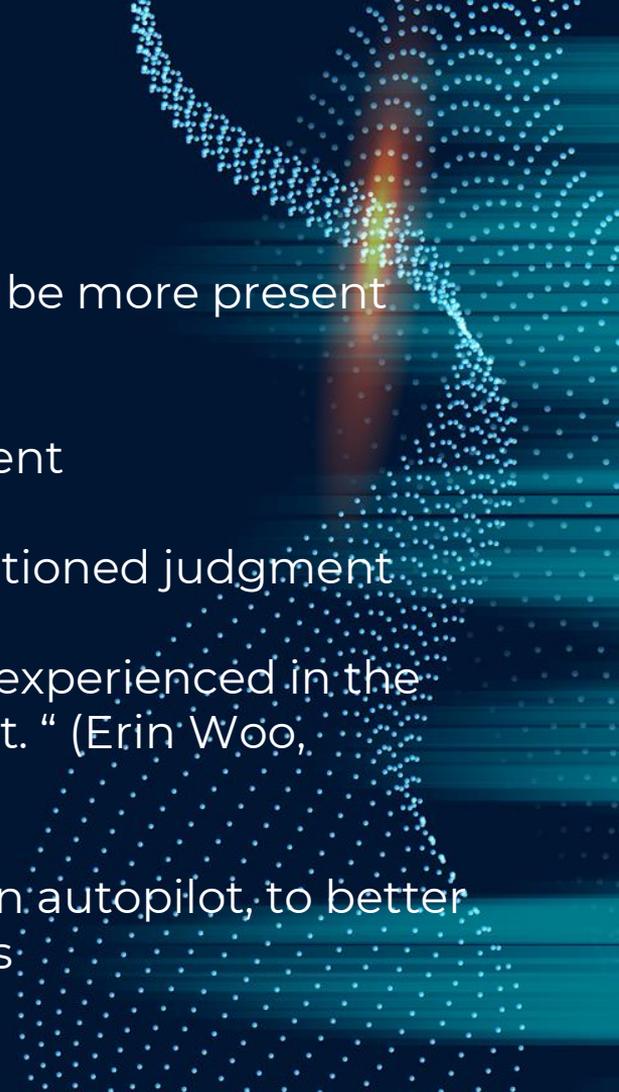
- Mindfulness-Based Stress Reduction (MBSR) course was developed in 1979 by Jon Kabat-Zinn at the University of Massachusetts
 - Participants will be introduced to the practice of mindfulness, engage in several forms of meditations and discussions
 - The course meets for 2.5 hours once per week for 8 weeks, and a 7-hour day-long retreat between 6th and 7th week.
 - Commit to daily home practices
- 

Mindfulness integrated as an important component in health intervention

- Since the advent of MBSR in 1979.
- Mindfulness-based cognitive therapy (MBCT)
- Mindfulness-based relationship enhancement
- Mindfulness-based childbirth and parenting (MBCP)
- Mindfulness-based relapse prevention
- Mindfulness-based self-care

The power of being present

- Mindfulness meditation nurtures the power to be more present
- STOP and create mental space to recognize, explore and learn from this moment
- TO SEE CLEARLY, without the filter of preconditioned judgment
- “Knowing something about how *that* is being experienced in the body, mind and emotions, moment to moment. “ (Erin Woo, MBSR- teacher)
- It is akin to taking back the power, not being on autopilot, to better regulate our emotions, thoughts and behaviors

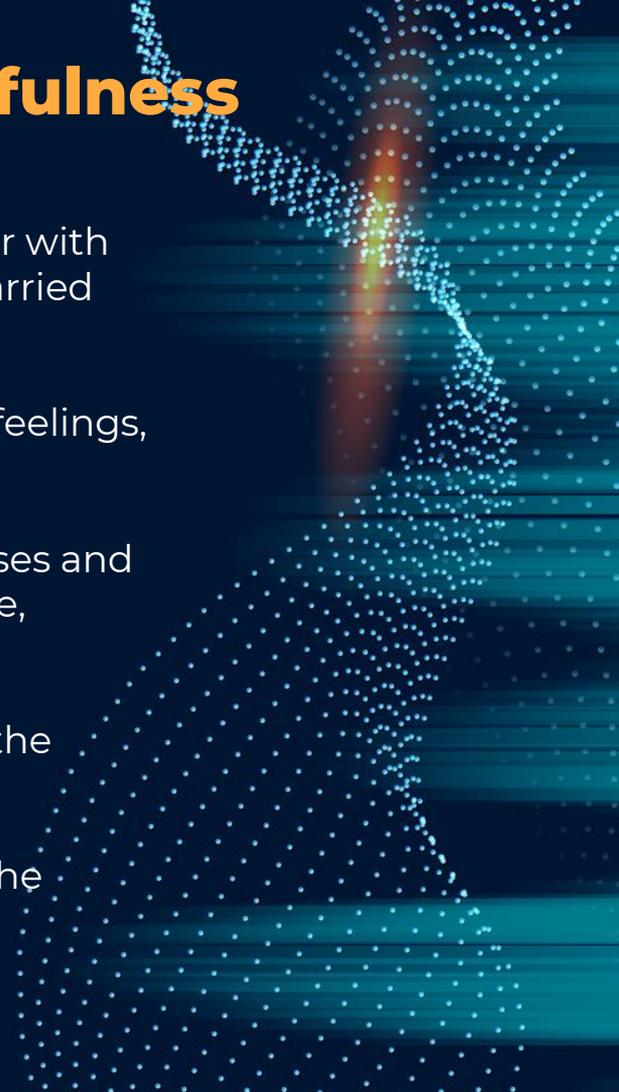


Benefits of mindfulness

- THE LIST GOES ON. WHAT GETS ON THE LIST DEPENDS ON THE PRACTITIONER as they mature
- Insight, exposure, nonattachment, enhanced mind-body functioning, integrated functioning (Brown & Ryan, 2003)
- Transformation, transmute perceptions leading to behavioral change. Decrease reactivity to repetitive thoughts. (Feldman, Greeson, & Senville, 2010 through Holzel2011)
- Improvement in physical health, reduced cortisol release, reduced fight and flight system, allow the body to heal
- Improved Immune function, increased telomerase activity (Jacob TL, 2010)
- Resilience (Hanson, 2018), and compassion, and connection and so on...

Some distinct experiences of mindfulness you may experience in tandem

- Learning to pay/direct attention - Coming back to our anchor with repeated, ease, alertness, aliveness (tendency to move, get carried away with thoughts, to wander)
- Learning to notice without immediately reacting– thoughts, feelings, emotions, reactivity, habitual patterns that arise
- Learning to expand spaciousness and attend to whatever arises and meet it with kindness, presence (discomfort, wanting to move, restlessness, fatigue, and so on)
- We can choose to explore with curiosity, openness, feelings (the thought that led to that feeling)
- With maturity, ability to catch thoughts as they arise before the corresponding physiology kicks in
- Insights arise, transformation ensues





Mindfulness

STOP AND SEE

Proposed Mechanism of Action

- Attention regulation (**sense of control, anchor**)
- Body awareness (**enhance self-awareness**)
- Emotion regulation: positive reappraisal and extinction habitual emotional reactions (**enhance ability to self-regulate**)
- Decrease in reactivity (**behavior**)
- Change in perspective of the self (**reperceiving/dis-identification**)
- Enhanced meta-awareness (**the beginning of dis-identification with conceptual mind**)
- Enhanced self-compassion (**sense of connectedness**)
- Neuroplastic (functional and structural) changes

* Holzel BK, 2011. Wasson RS, 2020

Potential target for MOA: shift in perspective

- aka **Reperceiving**, facilitated through mindfulness (Shapiro, 2006)
- Reperceiving interrupts automatic mal-adaptive habits. We become less controlled by a particular thoughts, emotions, or triggers
- Reperceiving allows us to step back and observe an emotion or thought arising as simply an emotional state or mental phenomena - which are fleeting
- Reperceiving allows for higher levels of tolerance for unpleasant internal states
- Instead of seeing intense stressful life situations as threats, change perspective and see it as challenge. You have control over maintenance of your own telomeres and impact other people's telomeres (Blackburn, 2017)

Dosing

- Maintenance dose (formal practice):
 - Dedicated time allotted to practice daily
 - 5 to 10 minutes
 - Increase duration as desired
 - Sitting focused attention meditation
 - Body scan
 - Mindful movement
 - Walking meditation

- Micro dose (informal practice):
 - Wash hand meditation
 - Meal meditation
 - Mindful walking across the parking lot

Loading dose

- May not be suitable for beginners
- Challenging thoughts, feelings, or past experiences can resurface
- MBSR program, MBCT program
- Silent retreat
 - Day-long to month-long

Onset of action

- Depends on the individual
 - Ranges: can be as soon as the first minute of practice
 - Effects can last beyond the time practiced
- Impact also depends on the individual
 - Insight is transformative
 - Ranges: from gradual to life-changing

How to do this?

FIRST ORDER OF BUSINESS:
TO STOP AND SEE

Invite the bell

An invitation to a short practice
of mindfulness meditation



Anything you noticed?

An invitation to a short practice
of mindfulness meditation

Take home message

- Well-being and compassion is possible in a frantic world
- Start by taking a Conscious Breath as many times as you can remember throughout your day

THANKS!

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