4 key strategies to mitigate physician burnout

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For many physicians, the growing list of mandates and an ever-increasing pace of change in today's healthcare world is too much to bear. As a result of feeling burnt out, physicians are more likely to be physically or work, indifferent to patients, and at risk for mental health issues. Both are beyond that, affecting patient care and the need for meaningful care.

Physician burnout is linked to a 50% increase in patient satisfaction, an 80% increase in hospital readmissions, and 30% increase in medication errors, increased turnover, and early retirement.

We've identified four strategies for leaders to mitigate the main drivers of physician burnout, list below to prevent further damage to your business, physicians, and patient.

Mitigate Physician Burnout
Key Strategies to Help Restore Balance

- **Increased Regulatory Burden**
  - 21% of physicians' total work hours are spent on non-clinical paperwork each week, almost 13 hours.

- **Overloaded and Undervalued**
  - 14% of physicians believe they have all the time they need to provide the highest standard of care.

- **Lack of Clinical Autonomy**
  - 69% of physicians believe that their clinical autonomy is sometimes or often limited, and their decisions may be compromised.

- **Emotionally Exhausted**
  - 54% of physicians rated their morale as somewhat or very negative.

**KEY STRATEGIES**

- **Start with a Physician Listening Campaign**
  - Create safe spaces—one-on-one and in groups—for physicians to report experiences and issues that are contributing to burnout.

- **Aim for Balanced Feedback and Recognition**
  - Get through the negative online reviews directed at physicians by sharing positive feedback, using comments from patient satisfaction surveys.

- **Give Physicians an Active Role in Decision Making**
  - Where appropriate, give physicians a chance to add new initiatives to the decision process and weigh the importance.

- **Break the Silence with Emotional Support**
  - Provide facilitated opportunities for physicians to learn effective communication strategies, reflect on frustrations, and discuss tactics for personal wellness.

**Physician Burnout Rates**

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>40%</td>
</tr>
<tr>
<td>2020</td>
<td>50%</td>
</tr>
</tbody>
</table>

28% increase in four years.
For many physicians, the growing list of mandates and unrelenting pace of change in today's health care world is too much to bear. As a result of feeling burned out, physicians are more likely to be apathetic to work, indifferent to patients, and at risk for mental health issues.

But it goes beyond that, affecting patient care and the health care business itself. Physician burnout links to a 16% decrease in patient satisfaction, an 11% increase in reported medical errors, increased turnover, and early retirement. Act now to prevent further damage to your business, physicians, and patients.

We've identified these four strategies for leaders to mitigate the main drivers of physician burnout:

- Start with a physician listening campaign
- Aim for balanced feedback and recognition
- Give physicians an active role in decision making
- Break the silence with emotional support

Check out the infographic to learn more.

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