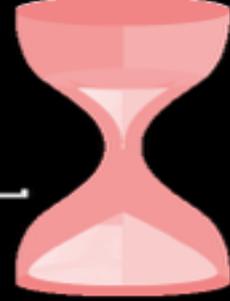


RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

Burnout, Balance or Flame-out?

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Purpose of this discussion
- ▣ The questions
- ▣ The approach:
 - Flame-out, burnout, balance

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Flame-out: the consequence
- ▣ Burnout: the problem
- ▣ Balance: the solutions

- ▣ Our reality
 - ▣ Any work can be stressful
 - ▣ Many factors

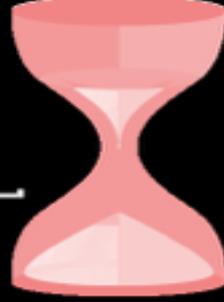
RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Long hours
- ▣ Demands of patients, employer
- ▣ Emotional toll of the job
- ▣ Changes in regulatory requirements
- ▣ Documentation of care
- ▣ Needs of person, family and friends.

RADICAL

HEALING IN THE



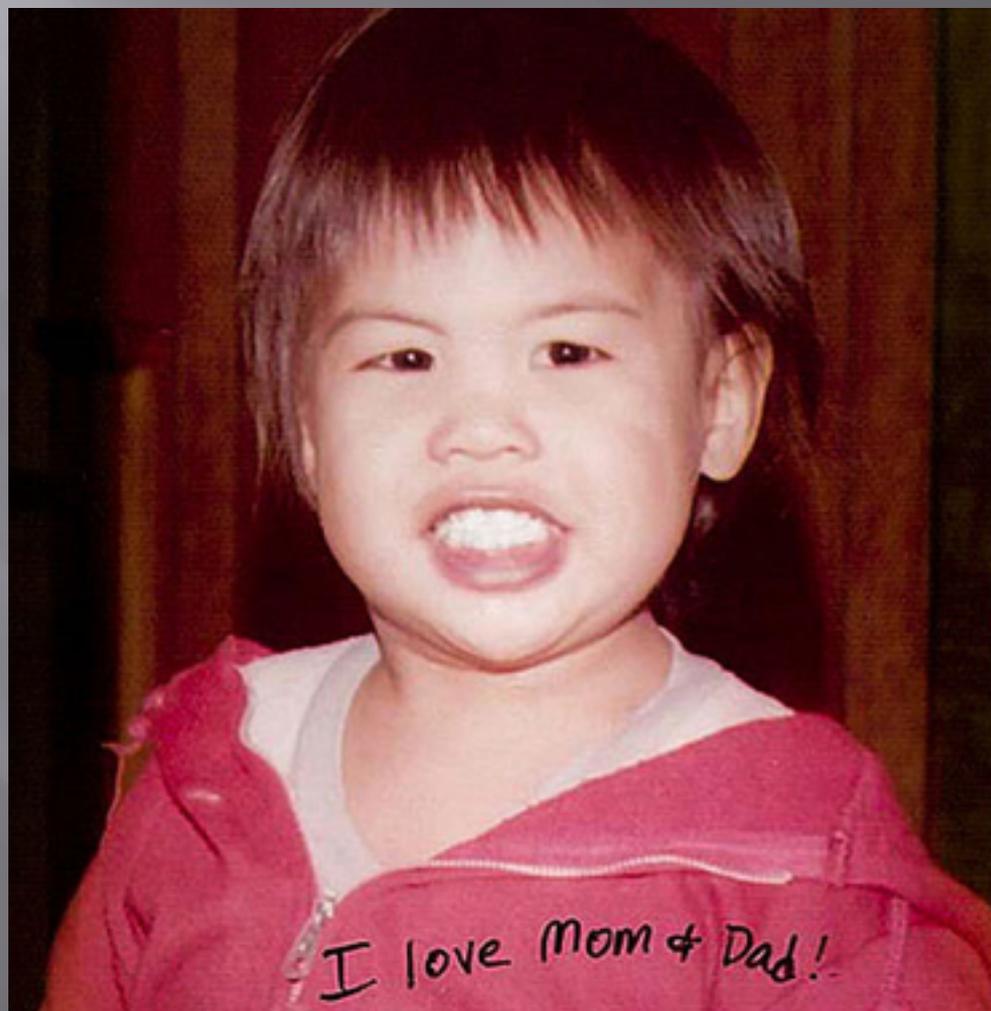
PRACTICE

ELEVENTH HOUR

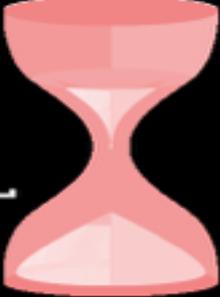
- Reports are that more than 50% of physicians are experiencing burnout.
- It is even higher with medical students.
- ▣ Flame-out: the consequence

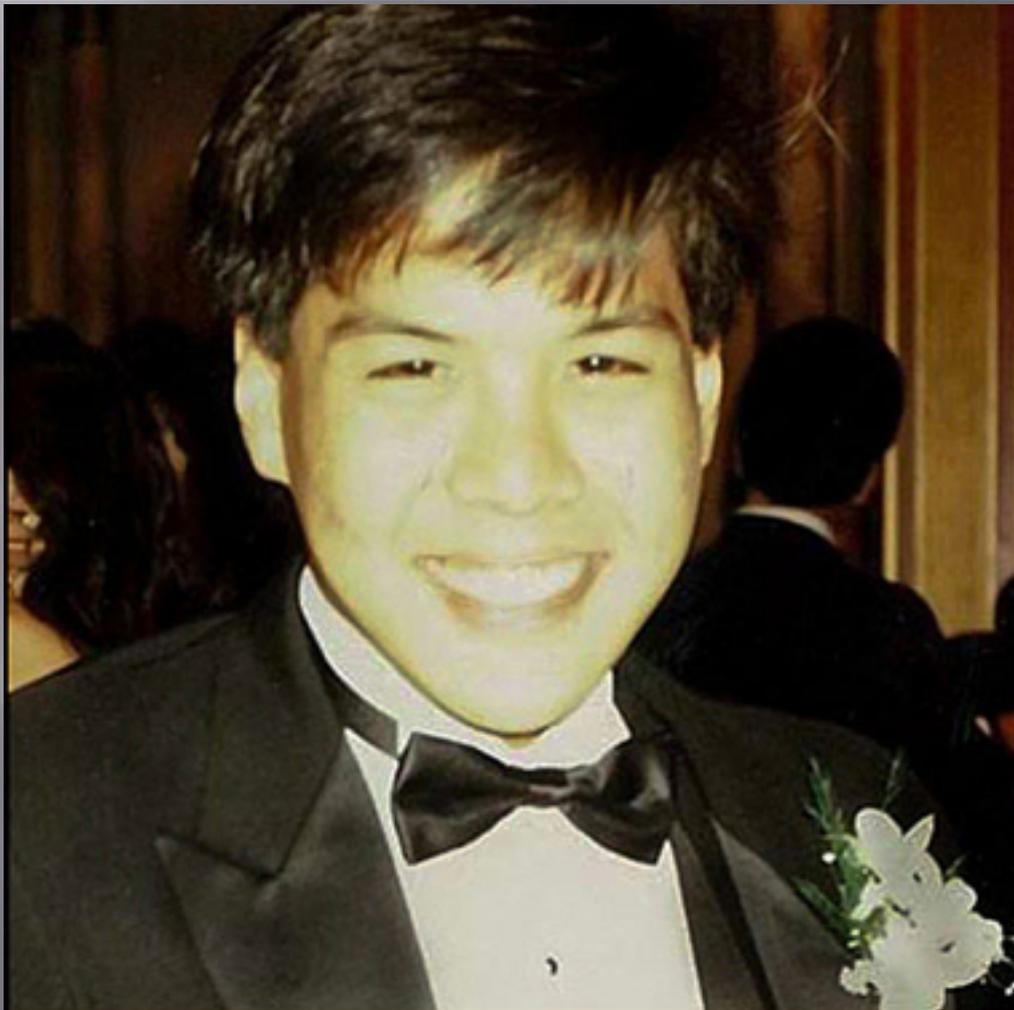
RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR



RADICAL PRACTICE

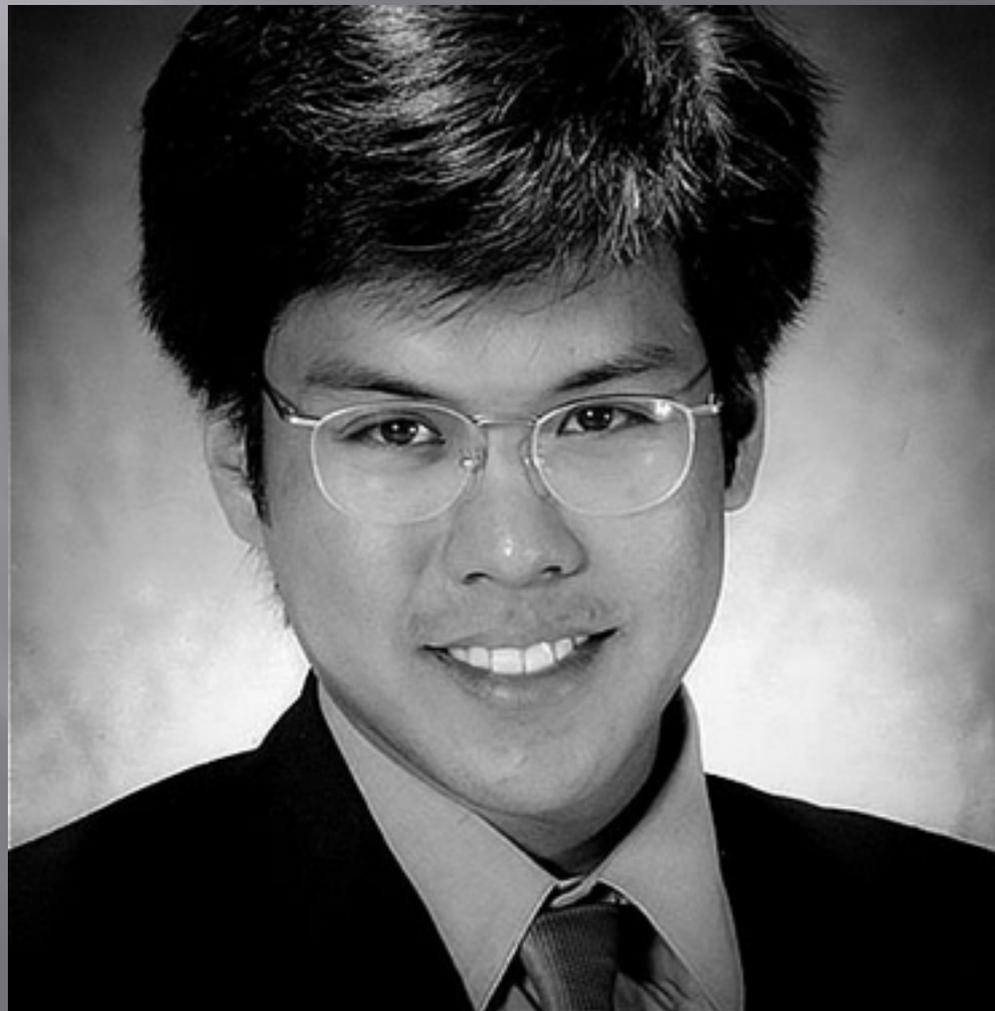
HEALING IN THE  ELEVENTH HOUR



Medscape

RADICAL PRACTICE

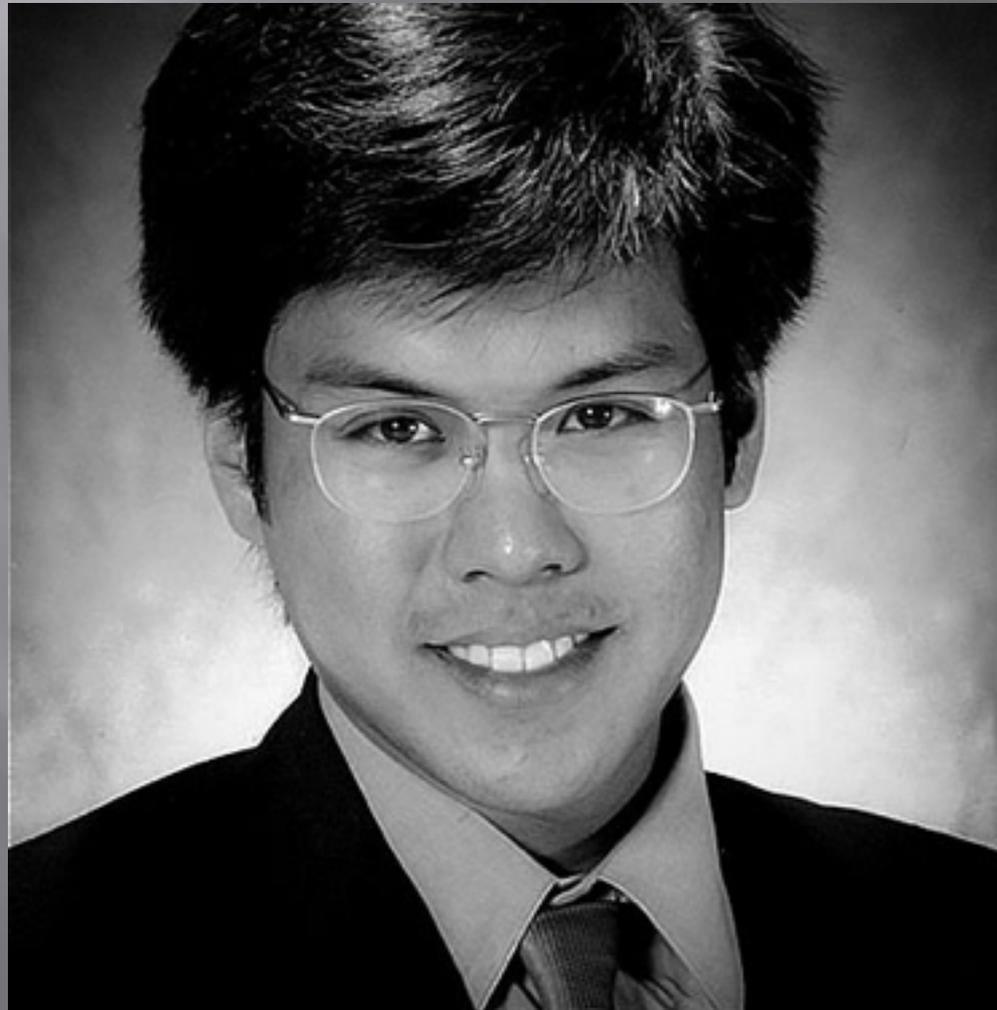
HEALING IN THE  ELEVENTH HOUR



Medscape

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR



Medscape

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

I love you mom.

I'm sorry.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR



RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR



RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR



RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

Dear Momma and Daddy,

I know you may not understand why I didn't seek help. I don't know if I can really explain why. . . [but] this choice makes sense to me. I know I had such a seemingly bright future, and I know I would have been such a successful doctor and wife and mother. But all I have ever desperately wished for is to not feel like not existing would be preferable to being who I am and living the life I live.

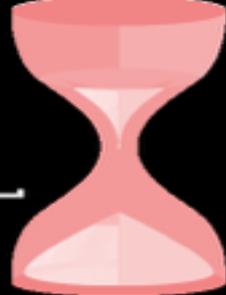
I love you both so much,

Your Daughter,

Kaitlyn

▣ Who is at risk for flame-out?

RADICAL HEALING IN THE



PRACTICE ELEVENTH HOUR

10 Leading Causes of Death by Age Group, United States – 2014

Rank	Age Groups										Total
	<1	1-4	5-9	10-14	15-24	25-34	35-44	45-54	55-64	65+	
1	Congenital Anomalies 4,746	Unintentional Injury 1,216	Unintentional Injury 730	Unintentional Injury 750	Unintentional Injury 11,836	Unintentional Injury 17,357	Unintentional Injury 16,048	Malignant Neoplasms 44,834	Malignant Neoplasms 115,282	Heart Disease 489,722	Heart Disease 614,348
2	Short Gestation 4,173	Congenital Anomalies 399	Malignant Neoplasms 436	Suicide 425	Suicide 5,079	Suicide 6,569	Malignant Neoplasms 11,267	Heart Disease 34,791	Heart Disease 74,473	Malignant Neoplasms 413,885	Malignant Neoplasms 591,699
3	Maternal Pregnancy Comp. 1,574	Homicide 364	Congenital Anomalies 192	Malignant Neoplasms 416	Homicide 4,144	Homicide 4,159	Heart Disease 10,368	Unintentional Injury 20,610	Unintentional Injury 18,030	Chronic Low. Respiratory Disease 124,693	Chronic Low. Respiratory Disease 147,101
4	SIDS 1,545	Malignant Neoplasms 321	Homicide 123	Congenital Anomalies 156	Malignant Neoplasms 1,569	Malignant Neoplasms 3,624	Suicide 6,706	Suicide 8,767	Chronic Low. Respiratory Disease 16,492	Cerebro-vascular 113,308	Unintentional Injury 136,053
5	Unintentional Injury 1,161	Heart Disease 149	Heart Disease 69	Homicide 156	Heart Disease 953	Heart Disease 3,341	Homicide 2,588	Liver Disease 8,627	Diabetes Mellitus 13,342	Alzheimer's Disease 92,604	Cerebro-vascular 133,103
6	Placenta Cord. Membranes 965	Influenza & Pneumonia 109	Chronic Low. Respiratory Disease 68	Heart Disease 122	Congenital Anomalies 377	Liver Disease 725	Liver Disease 2,582	Diabetes Mellitus 6,062	Liver Disease 12,792	Diabetes Mellitus 54,161	Alzheimer's Disease 93,541
7	Bacterial Sepsis 544	Chronic Low Respiratory Disease 53	Influenza & Pneumonia 57	Chronic Low Respiratory Disease 71	Influenza & Pneumonia 199	Diabetes Mellitus 709	Diabetes Mellitus 1,999	Cerebro-vascular 5,349	Cerebro-vascular 11,727	Unintentional Injury 48,295	Diabetes Mellitus 76,488
8	Respiratory Distress 460	Septicemia 53	Cerebro-vascular 45	Cerebro-vascular 43	Diabetes Mellitus 181	HIV 583	Cerebro-vascular 1,745	Chronic Low. Respiratory Disease 4,402	Suicide 7,527	Influenza & Pneumonia 44,836	Influenza & Pneumonia 55,227
9	Circulatory System Disease 444	Benign Neoplasms 38	Benign Neoplasms 36	Influenza & Pneumonia 41	Chronic Low Respiratory Disease 178	Cerebro-vascular 579	HIV 1,174	Influenza & Pneumonia 2,731	Septicemia 5,709	Nephritis 39,957	Nephritis 48,146
10	Neonatal Hemorrhage 441	Perinatal Period 38	Septicemia 33	Benign Neoplasms 38	Cerebro-vascular 177	Influenza & Pneumonia 549	Influenza & Pneumonia 1,125	Septicemia 2,514	Influenza & Pneumonia 5,390	Septicemia 29,124	Suicide 42,773

RADICAL PRACTICE

HEALING IN THE ELEVENTH HOUR



10 Leading Causes of Injury Deaths by Age Group Highlighting Violence-Related Injury Deaths, United States – 2014

Rank	Age Groups										Total
	<1	1-4	5-9	10-14	15-24	25-34	35-44	45-54	55-64	65+	
1	Unintentional Suffocation 991	Unintentional Drowning 388	Unintentional MV Traffic 345	Unintentional MV Traffic 384	Unintentional MV Traffic 6,531	Unintentional Poisoning 9,334	Unintentional Poisoning 9,116	Unintentional Poisoning 11,009	Unintentional Poisoning 7,013	Unintentional Fall 27,044	Unintentional Poisoning 42,032
2	Homicide Unspecified 119	Unintentional MV Traffic 293	Unintentional Drowning 125	Suicide Suffocation 225	Homicide Firearm 3,587	Unintentional MV Traffic 5,856	Unintentional MV Traffic 4,308	Unintentional MV Traffic 5,024	Unintentional MV Traffic 4,554	Unintentional MV Traffic 6,373	Unintentional MV Traffic 33,736
3	Homicide Other Spec., Classifiable 83	Homicide Unspecified 149	Unintentional Fire/Burn 68	Suicide Firearm 174	Unintentional Poisoning 3,492	Homicide Firearm 3,260	Suicide Firearm 2,830	Suicide Firearm 3,953	Suicide Firearm 3,910	Suicide Firearm 5,367	Unintentional Fall 31,959
4	Unintentional MV Traffic 61	Unintentional Suffocation 120	Homicide Firearm 58	Homicide Firearm 115	Suicide Firearm 2,270	Suicide Firearm 2,829	Suicide Suffocation 2,057	Suicide Suffocation 2,321	Unintentional Fall 2,558	Unintentional Unspecified 4,590	Suicide Firearm 21,334
5	Undetermined Suffocation 40	Unintentional Fire/Burn 117	Unintentional Other Land Transport 36	Unintentional Drowning 105	Suicide Suffocation 2,010	Suicide Suffocation 2,402	Homicide Firearm 1,835	Suicide Poisoning 1,795	Suicide Poisoning 1,529	Unintentional Suffocation 3,692	Suicide Suffocation 11,407
6	Unintentional Drowning 29	Unintentional Pedestrian, Other 107	Unintentional Suffocation 34	Unintentional Fire/Burn 49	Unintentional Drowning 507	Suicide Poisoning 800	Suicide Poisoning 1,274	Unintentional Fall 1,340	Suicide Suffocation 1,509	Unintentional Poisoning 1,993	Homicide Firearm 10,945
7	Homicide Suffocation 26	Homicide Other Spec., Classifiable 73	Unintentional Natural/Environment 22	Unintentional Other Land Transport 49	Suicide Poisoning 363	Undetermined Poisoning 575	Undetermined Poisoning 637	Homicide Firearm 1,132	Unintentional Suffocation 698	Adverse Effects 1,554	Suicide Poisoning 6,808
8	Unintentional Natural/Environment 17	Homicide Firearm 47	Unintentional Pedestrian, Other 18	Unintentional Suffocation 33	Homicide Cut/Pierce 314	Homicide Cut/Pierce 430	Unintentional Fall 504	Undetermined Poisoning 820	Undetermined Poisoning 539	Unintentional Fire/Burn 1,151	Unintentional Suffocation 6,580
9	Undetermined Unspecified 16	Unintentional Struck by or Against 38	Unintentional Struck by or Against 16	Unintentional Poisoning 22	Undetermined Poisoning 229	Unintentional Drowning 399	Unintentional Drowning 363	Unintentional Suffocation 452	Homicide Firearm 538	Suicide Poisoning 1,028	Unintentional Unspecified 5,848
10	Unintentional Fire/Burn 15	Unintentional Natural/Environment 35	Homicide Unspecified (Tied) 14	Homicide Cut/Pierce 19	Unintentional Other Land Transport 177	Unintentional Fall 285	Homicide Cut/Pierce 313	Unintentional Drowning 442	Unintentional Unspecified 530	Suicide Suffocation 880	Unintentional Drowning 3,406

Data Source: National Center for Health Statistics (NCHS), National Vital Statistics System.
Produced by: National Center for Injury Prevention and Control, CDC using WISQARS™.



Centers for Disease Control and Prevention
National Center for Injury Prevention and Control

- ▣ Professions with the highest risk
 - Scientists 1.28
 - Pharmacists 1.29
 - Farm workers 1.32
 - Electricians 1.36
 - Real Estate agents 1.38

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

- ▣ Professions with the highest risk
 - Police officers
 - Lawyers 1.33
 - Financial workers 1.51
 - Dentists 1.67
 - Doctors 1.87

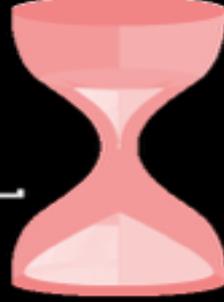
RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Flame-out: the consequence
- ▣ Burnout: the problem

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

- There is a price to pay in doing the work that we do.
- Job satisfaction among clinicians is faltering, as physicians and healthcare professionals find it harder to be engaged with their work.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ The Academy of Integrative Health & Medicine survey at their 2014 annual conference in San Diego found 65 percent of clinicians have considered leaving medicine because it is no longer rewarding to them.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Fifty-six percent of respondents feel disillusioned with their healthcare practice.
- ▣ Nearly six in 10 clinicians reported patient overload.

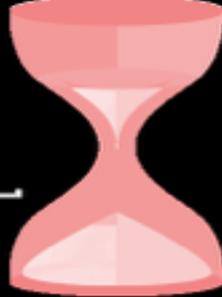
RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

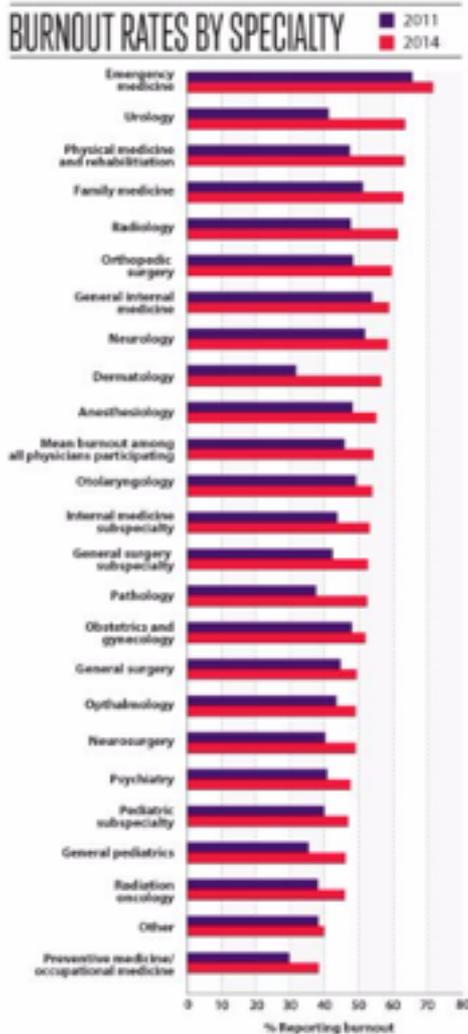
- ▣ Just over half of respondents, 51 percent, report feeling fatigue at least 15 days a month due to work schedules.
- ▣ Thirty-one percent of clinicians experience burnout more than half the time due to work, and the reported leading cause of burnout was patient overload (49 percent).

RADICAL PRACTICE

HEALING IN THE ELEVENTH HOUR



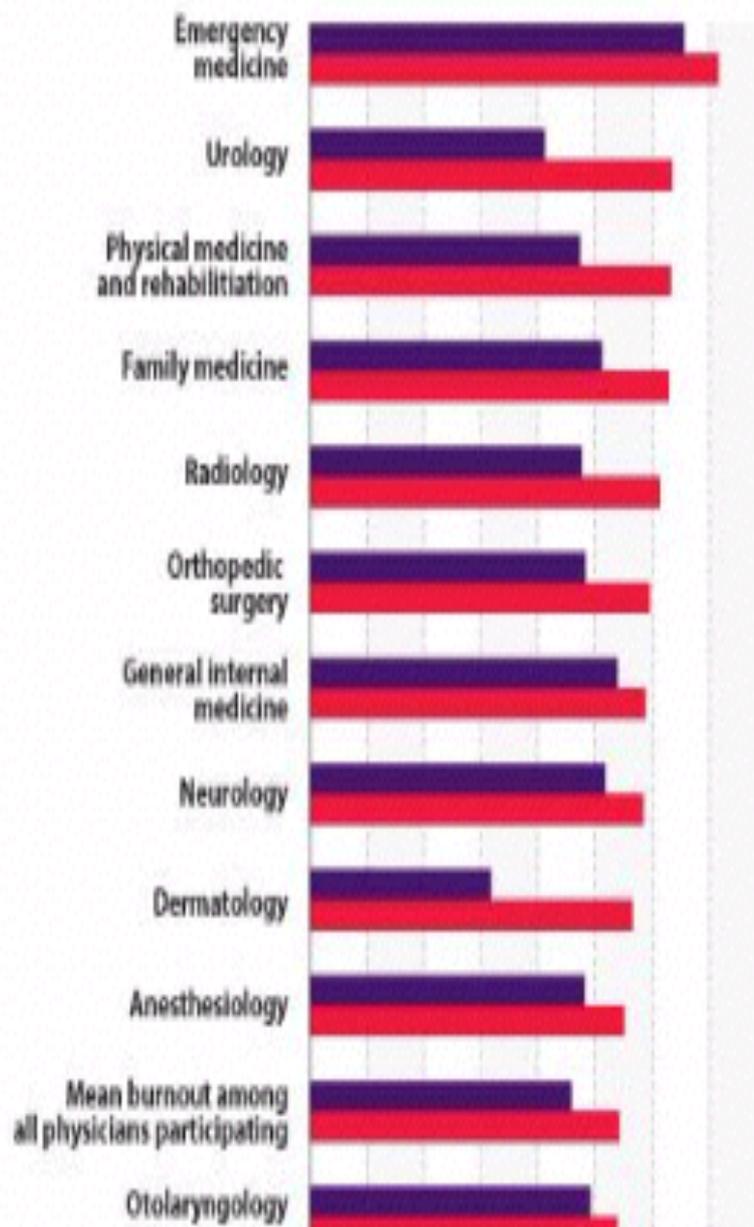
BURNOUT RATES BY SPECIALTY



Source: Mayo Clinic Proceedings—Dec. 2015

BURNOUT RATES BY SPECIALTY

■ 2011
■ 2014



- ▣ Burnout is directly linked to an impressive list of undesirable consequences:

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Lower patient satisfaction and care quality,
- ▣ Higher medical error rates and malpractice risk,
- ▣ Higher clinician and staff turnover,
- ▣ Clinician alcohol and drug abuse and addiction,
- ▣ Clinician suicide.

- ▣ The symptoms of burnout
 - Exhaustion
 - Depersonalization
 - Lack of efficacy

RADICAL

HEALING IN THE



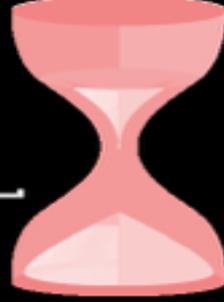
PRACTICE

ELEVENTH HOUR

- ▣ In greater detail:
 - Exhaustion
 - Lack of motivation
 - Frustration, Cynicism and Other Negative Emotions
 - Cognitive Problems

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

- ▣ In greater detail:
 - Slipping Job Performance
 - Interpersonal Problems at Home and at Work
 - Not Taking Care of Yourself
 - Being Preoccupied With Work ...
When You're Not at Work

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ In greater detail:
 - Generally Decreased Satisfaction
 - Health Problems

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Do not ignore these serious signs
 - You have a high tolerance to stress
 - Your practice is exceptionally chaotic
 - You don't agree with your boss' values or leadership

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Do not ignore these serious signs
 - You're the emotional buffer
 - Your job constantly interferes with family events
 - You lack control over your work schedule and free time
 - You don't take care of yourself

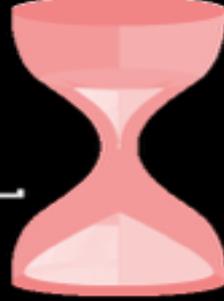
RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ Flame-out: the consequence
- ▣ Burnout: the problem
- ▣ Balance: the solutions

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

- ▣ Regardless of the reasons that we are undergoing stress, the question remains for each of us, what are we going to do about it?
- ▣ Each situation is unique, and each requires solutions that fit us and our situation.

RADICAL PRACTICE
HEALING IN THE  ELEVENTH HOUR

I do not ask that you take them out of the world, but that you keep them from the evil one.

John 17:15

Where is our focus?

I believe that the answer is not to be found on focusing on the problem, or stress, or burnout, but rather what the Lord would have us do with it.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

I suggest that if you can do something to reduce your stress, you should.

There are many stressors that you cannot control. You only have control over your response to the stress, and the choices you make.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ So what should we do?
 1. Recognize that we have an enemy
 2. Recognize what is happening to us.
 3. Recognize that we have the power of choice.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ If you are feeling discouraged, consider this...

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

For the disheartened there is a sure remedy--**faith, prayer, work**. Faith and activity will impart assurance and satisfaction that will increase day by day. Are you tempted to give way to feelings of anxious foreboding or utter despondency?

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

In the darkest days, when appearances seem most forbidding, fear not. Have faith in God. He knows your need. He has all power. His infinite love and compassion never weary. Fear not that He will fail of fulfilling His promise.

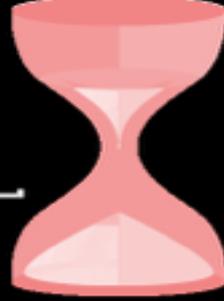
RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

He is eternal truth. Never will He change the covenant He has made with those who love Him. And He will bestow upon His faithful servants the measure of efficiency that their need demands.

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

The apostle Paul has testified: "He said unto me, My grace is sufficient for thee: for My strength is made perfect in weakness. . . . Therefore I take pleasure in infirmities, in reproaches, in necessities, in persecutions, in distresses for Christ's sake: for when I am weak, then am I strong." 2 Corinthians 12:9, 10. {PK 164.3}

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ What can we do starting today?
 - Put away self-exaltation and self-sufficiency

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

True workers will put away all self-exaltation and self-sufficiency. It is those who have the least evidence of the power of the Spirit of God in their labors who feel the greatest self-exaltation. These will try to repress those to whom God has given the precious truths for which his flock is starving,—the bread of life, which will satisfy the hunger of the soul. {RH, April 21, 1903 par. 3}

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- ▣ What can we do starting today?
 - Put away self-exaltation and self-sufficiency.
 - Prayer works

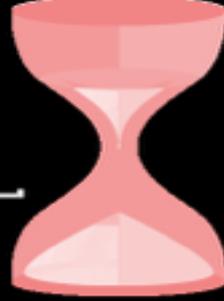
RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

No other life was ever so crowded with labor and responsibility as was that of Jesus; yet how often He was found in prayer! How constant was His communion with God!
{DA 362.3}

RADICAL

HEALING IN THE



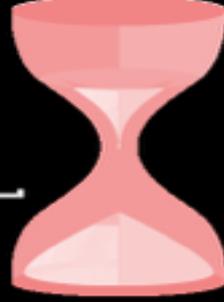
PRACTICE

ELEVENTH HOUR

- ▣ What can we do starting today?
 - Put away self-exaltation and self-sufficiency.
 - Prayer works
 - Withdraw periodically

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

In a life wholly devoted to the good of others, the Saviour found it necessary to withdraw from the thoroughfares of travel and from the throng that followed Him day after day.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

He must turn aside from a life of ceaseless activity and contact with human needs, to seek retirement and unbroken communion with His Father.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

As one with us, a sharer in our needs and weaknesses, He was wholly dependent upon God, and in the secret place of prayer He sought divine strength, that He might go forth braced for duty and trial.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

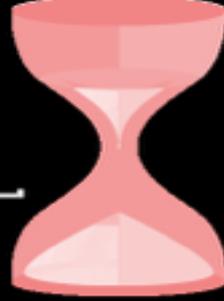
In a world of sin Jesus endured struggles and torture of soul. In communion with God He could unburden the sorrows that were crushing Him. Here He found comfort and joy. {DA 362.4}

What to do in your time of withdrawal? Assess!

- Check in with your priorities
 - What are they?
 - How are you doing?
 - What successes? What failures?

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR

Matthew 6:33 But seek ye first the kingdom of God, and his righteousness; and all these things shall be added unto you.

34 Take therefore no thought for the morrow: for the morrow shall take thought for the things of itself. Sufficient unto the day is the evil thereof.

What to do in your time of withdrawal? Assess!

- Check in with your priorities
 - What are they?
 - How are you doing?
 - What successes? What failures?

What to do in your time of withdrawal? Assess!

- Check in with your priorities
 - What are they?
 - How are you doing?
 - What successes? What failures?

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

In forming a relationship with Christ, the renewed man is but coming back to his appointed relationship with God. . . . His first duty is to his children and his nearest relatives. Nothing can excuse him from neglecting the inner circle for the larger circle outside.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

In the day of final reckoning fathers and mothers . . . will be asked what they did and said to secure the salvation of the souls they took upon themselves the responsibility of bringing into the world.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

Did they neglect their lambs, leaving them to the care of strangers? . . . A great good done for others will not cancel the debt you owe to God to care for your children. The spiritual welfare of your family comes first. MS 56, 1899. {1MCP 162.2}

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

- Write down your priorities – so you can review (and remember)
- Lastly, ask yourself what is missing? Take a look at the bigger picture. Get input – especially from your spouse.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

Big picture: Why are you here?

Let no one suppose that because a man is constantly busy he demonstrates his fidelity, for the tempter is constantly busy and is helping those who are endeavoring to labor in accordance with their own devisings. Idolatry of self, of my plans, my devisings, Christ looks upon with contempt. {16MR 14.2}

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

Christ wants His followers to be like Him, because He desires to be correctly represented in the family circle, in the church, and in the world. He wants us to attend to ourselves. When we do this we shall find that we have enough to keep us busy.

RADICAL PRACTICE

HEALING IN THE  ELEVENTH HOUR

We are to accept Christ as our efficiency, our strength, that we may reveal His character to the world. This is the work resting upon us as Christians. We are to witness to the power of heavenly grace. {HP 321.4}

RADICAL PRACTICE

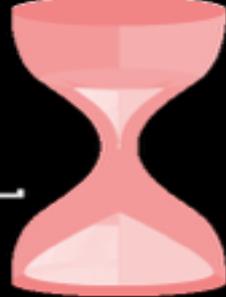
HEALING IN THE  ELEVENTH HOUR

Start with the end in view

Let us hear the conclusion of the whole matter: Fear God, and keep his commandments: for this is the whole duty of man. For God shall bring every work into judgment, with every secret thing, whether it be good, or whether it be evil. Eccl 12: 13,14

RADICAL

HEALING IN THE



PRACTICE

ELEVENTH HOUR