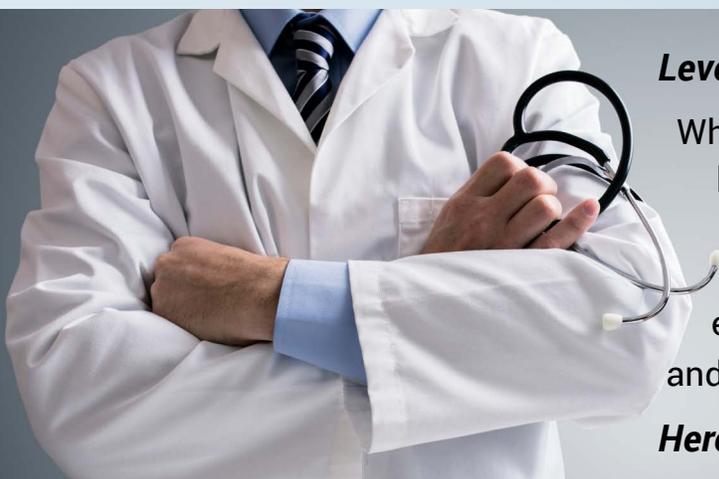


Anti-burnout Physician Leadership Checklist



Levels of physician burnout are at a record high

While much data supports this, we have little data on how to prevent and mitigate this problem. A number of studies demonstrate the important role of physician leadership, including a recent study that revealed that effective leaders can increase physician job satisfaction and decrease burnout.

Here are things you can do to help your physicians:

- ✓ **Demonstrate compassion** - Compassion is a core value for physicians. Expressing compassion increases a sense of connection between employees and leaders, and fosters a sense of being seen and understood.
- ✓ **Keep your communication positive**- Positive communication conveys caring and respect, and provides a buffer against stress and other negative states

TIP: KEEP YOUR RATIO OF POSTIVE TO NEGATIVE ABOVE 3:1

- ✓ **Recognize a job well done** - Express gratitude freely. Even if you believe you've made your appreciation apparent, be sure to express it directly. Physician burnout makes it difficult to appreciate one's accomplishments. Go out of your way to focus on what your physicians are accomplishing rather than what they are not.
- ✓ **Facilitate engagement** - Remember to orient around questions such as: "What actions can I take today to help my physicians feel more energized?" "How can I contribute to my physicians being more focused and inspired to perform at their best?" "Are there any small administrative tasks I can off-load so my physicians know that I'm trying to keep them engaged in patient care?"
- ✓ **Communicate respectfully** - Every physician is at risk for burnout. Every physician benefits from respectful communication. Even if you're pushed for time, don't forget common human decency.
- ✓ **Use open-ended questions** - Close-ended questions often leave the recipient feeling judged and unheard. Open-ended questions convey a greater sense of interest in what the person has to say.

TIP: TO MAKE ANY QUESTION OPEN-ENDED, START IT WITH WHAT OR HOW

- ✓ **Seek to understand, then to be understood** - Just as you have to diagnose before you prescribe, you'll be better able to truly remedy a situation if you first understand exactly what's going on.
- ✓ **Utilize empathy** - Whenever possible, try to set aside your own agenda and put yourself in the other person's shoes. Everyone appreciates being truly understood.

✓ **Here's what to do next:**

- **Send me a message to my personal [email address](#) to let me know what you think of this blogpost**
- **Follow me on [Twitter](#) where I share helpful content on physician leadership, building physician resilience, physician mindfulness**
- **Pat yourself on the back for focusing on the important role of physician leadership in stemming the tide of physician burnout**