Avera Medical Group
LIGHT Program

Attacking Physician Burnout
And promoting Physician Wellness

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LIGHT Program Medical Director

You are also people that Avera wants to serve!

Imagine there is a condition affecting health care workers

Avera is a health ministry rooted in the Gospel.

Our mission is to make a positive impact in the lives and health of persons and communities by providing quality services guided by Christian values.

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Are you concerned yet?

What if it led to nearly 400 physician suicide/deaths per year?

Would you be looking for a vaccine or a treatment?

US physicians suffer more burnout than other American workers. 45.8% of physicians have at least 1 symptoms of burnout.

Archives of Internal Medicine Survey in 2012

Burnout has increased in incidence by 16% in just 2 years for primary care physicians.

Medscape 2015 Lifestyle Report
Exhaustion

W Eugene Smith – “Country Doctor” LIFE Magazine 1948
Dr. Ernest Ceriani

Depersonalization & Compassion Fatigue

Dr. Ernest Ceriani

Lack of Efficacy

“Burnout is not a problem of the people themselves, but the social environment in which they work”
Barbara Maslach
The Truth About Burnout

“How are you?”


Fine.

Avera LIGHT and EAP
LIGHT Goals
L - Live
I - Improve
G - Grow
H - Heal
T - Treat

What is LIGHT?
Free resource for any Avera Physician, Nurse Practitioner, or Physician Assistant
Highly Confidential resource

What is LIGHT?
A safe place to come when you feel overwhelmed and need someone to talk to who understands what you are going through
A resource clearing house to find the ways to improve your work flow, replenish your love of medicine, and tools to help with work/life balance and screen for problems

What LIGHT is NOT!
NOT counseling or mental health/drug or alcohol treatment – but we can help with referrals if needed
NOT a way to weed out the “problem doctors”
NOT a place for punishment or blame

Who is LIGHT for?
Anyone who wants to be a better health care provider – more balanced, more compassionate, more calm
Anyone who wishes things were different in their practice
Anyone who wants to give up on medicine
LIGHT Smartphone App

IT is currently developing a smartphone app which will have links to all the website data and a “HELP NOW” button that will be answered 24/7.
Avera will pay half of a 6 session executive coaching program with Dr. Dike Drummond

(360) 262-4971
thehappymd@gmail.com
www.thehappymd.com
Phone call or Skype coaching

Next Phase – LIGHT 2.0!
Working on training 12 peer executive coaches to work one on one with interested providers throughout Avera
Sponsoring a Couples/Marriage Retreat
Creating a Female Physician/Mommy MD group
Finding Meaning in Medicine group
Renewal and Healing event
Annual Burnout Screening inventory done with annual wellness screening

Wherever the art of medicine is loved, there is also a love of humanity.

Hippocrates
Bibliography


2. Chien, L., C.-Y. Hu, S. Job Stress and Burnout in Hospital Employees: Comparisons of Different Medical Professions in a Regional Hospital in Taiwan. BMJ Open 2014;4 e004185 doi:10.1136/bmjopen-2013-004185


4. Drummond D. www.thehappymd.com


