

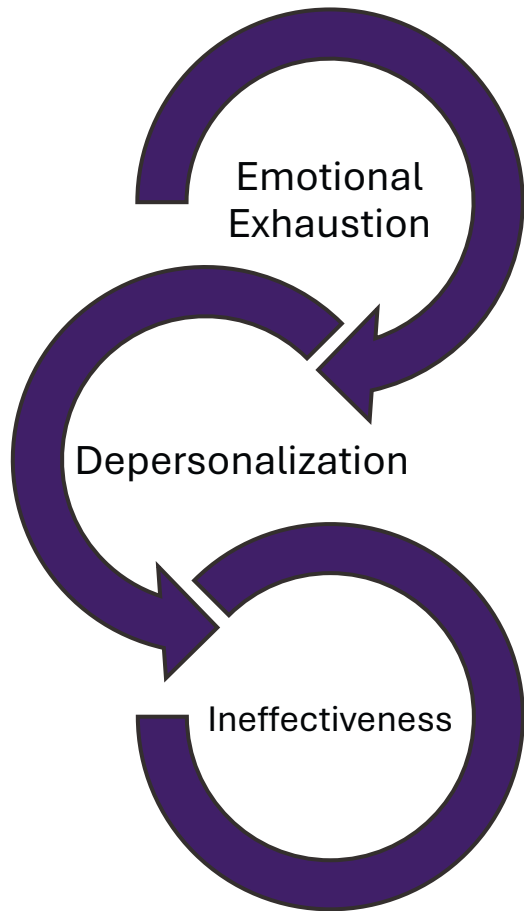
# Burnout Syndrome

A work-related disorder triggered by recurrent or persistent stress

05/2026



# When Stress Becomes Burnout Syndrome (BOS): A Dynamic Model



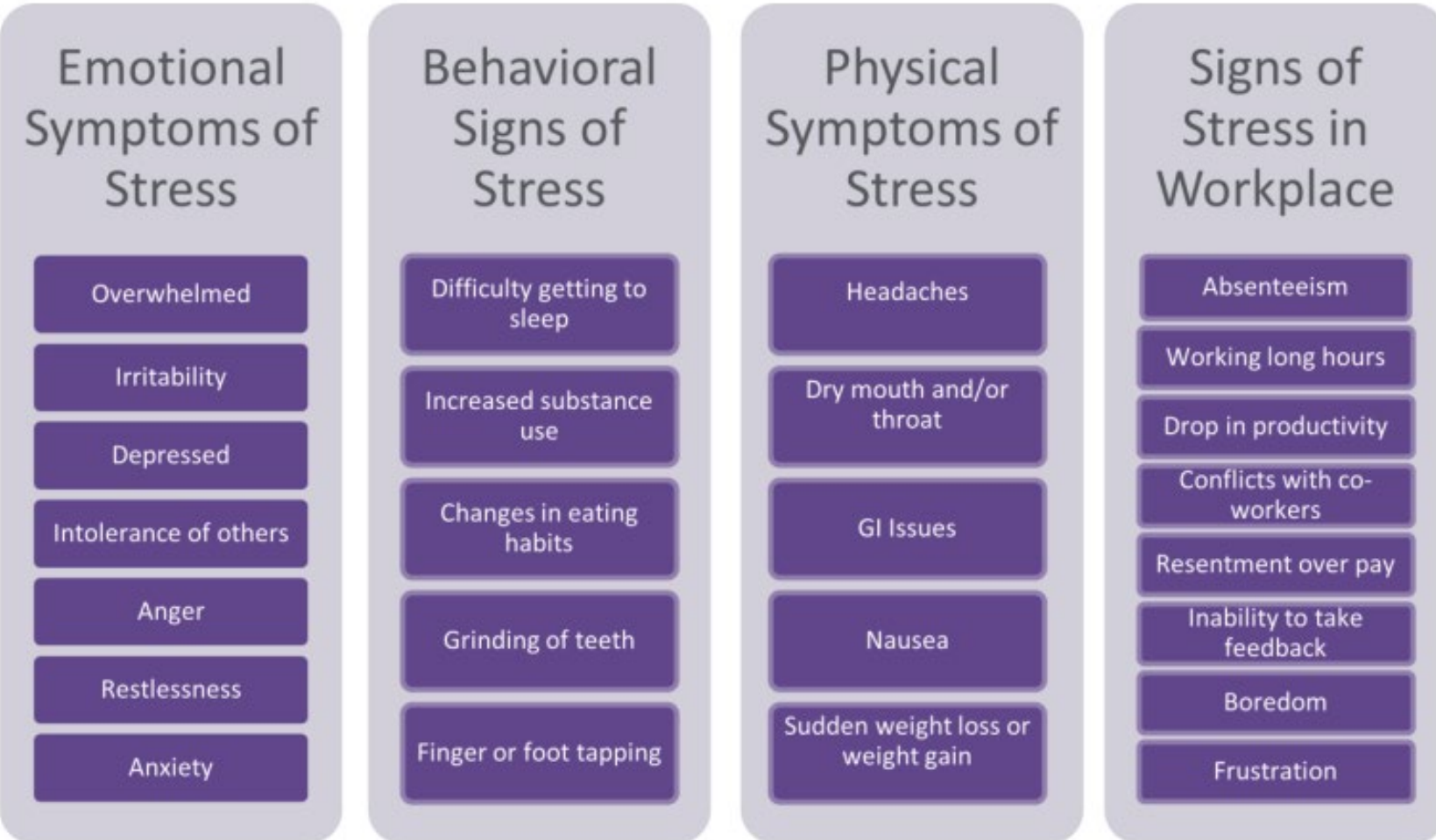
ICD-11 diagnosis *related to employment or unemployment.*

- Feelings of energy depletion or exhaustion
- Increased mental distance, or feelings of negativism or cynicism related to one's job.
- Reduced professional efficacy / accomplishment



# Personal Effects of Burnout Syndrome

## Some Symptoms of Stress



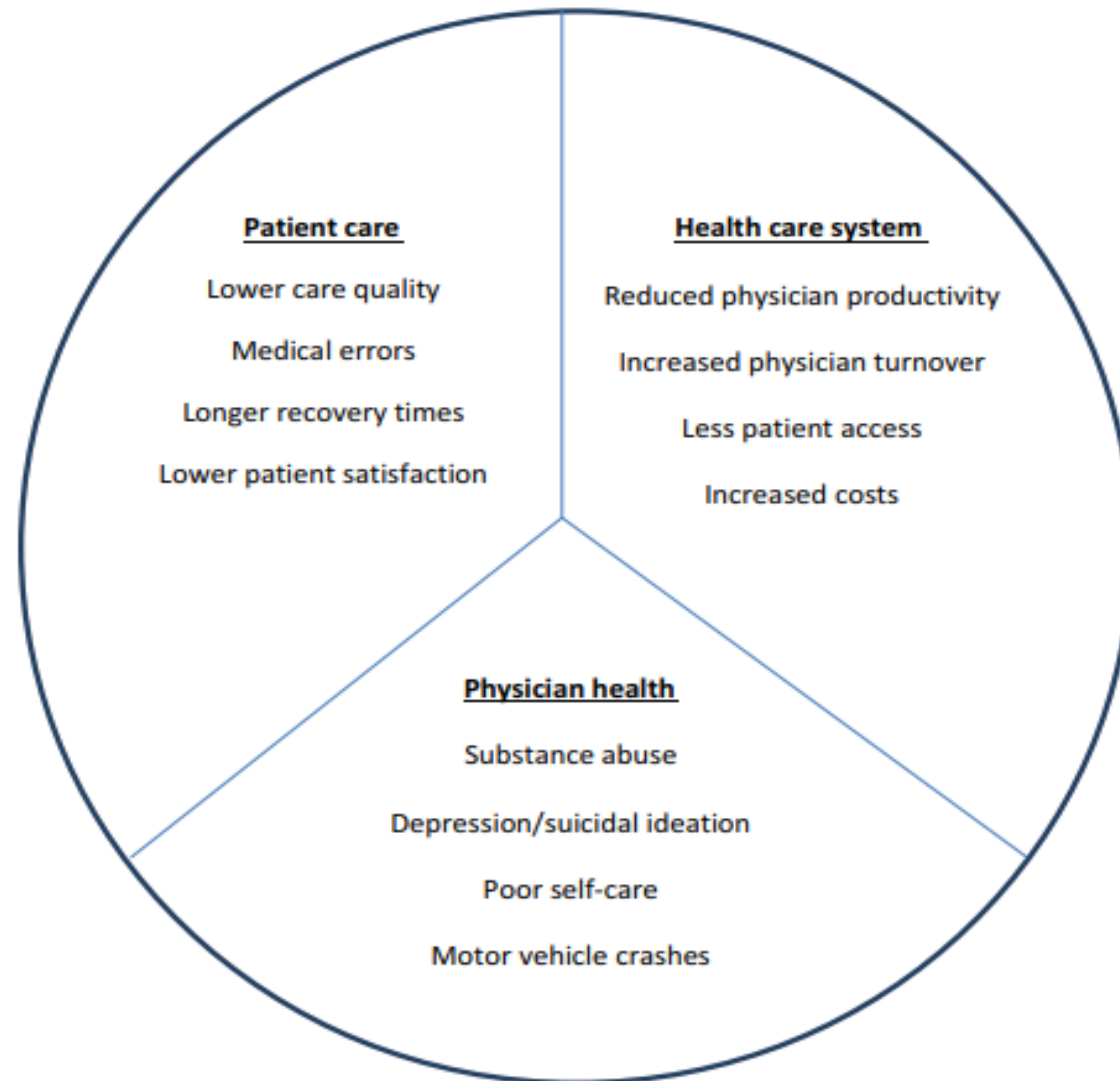
# Professional consequences of Burnout Syndrome



Shanafelt et al. Mayo Clin Proc. 2017;92(1):129-146



# Healthcare System Effects of Burnout Syndrome (BOS)



# What is the effect of Burnout Syndrome on medical trainees?

- Explicit and implicit bias against people of color
- Simulation performance (Northwestern ER based study)
- Prescription based medical errors
- Poor performance on training examinations
- Increased incidence of personal motor vehicle accidents
- Higher rates of anxiety and depression
- Higher rates of intent to leave the field



Leep Hunderfund et al. Acad Med. 2022 Aug 1;97(8):1184-1194.  
Kwah et al. J Grad Med Educ. 2016 Oct;8(4):597-600.  
Lu et al. AEM Educ Train. 2017 Jan 19;1(1):55-59.  
Dyrbye et al. JAMA Netw Open. 2019 Jul 3;2(7):e197457.  
Strauss et al. J Bone Joint Surg Am. 2019 Oct 2;101(19):e102.  
West et al. Mayo Clin Proc. 2012 Dec;87(12):1138-44.

# Burnout Syndrome: Self Assessment and Resources

## **Burnout Syndrome Self Screening:**

[Assess Drivers Physician Burnout in Your Organization | WellMD & WellPhD | Stanford Medicine](#)

## **Transition to Residency Risk Index (TRRI):**

[trri\\_format\\_2\\_transition\\_to\\_residency.pdf](#)

## **ACGME podcasts, articles, and strategies:**

[Well-Being - Mental Health and Well-Being During Transitions](#)

# Depression

A mood disorder characterized by depressed mood and decreased interest or pleasure in life

# When it's more than just a stress response

The prevalence of anxiety and depression in medical trainees is higher than population averages

## Depression

- 28% in residents

## Suicidal Ideation

- 11.1% in medical students

## Generalized Anxiety Disorder

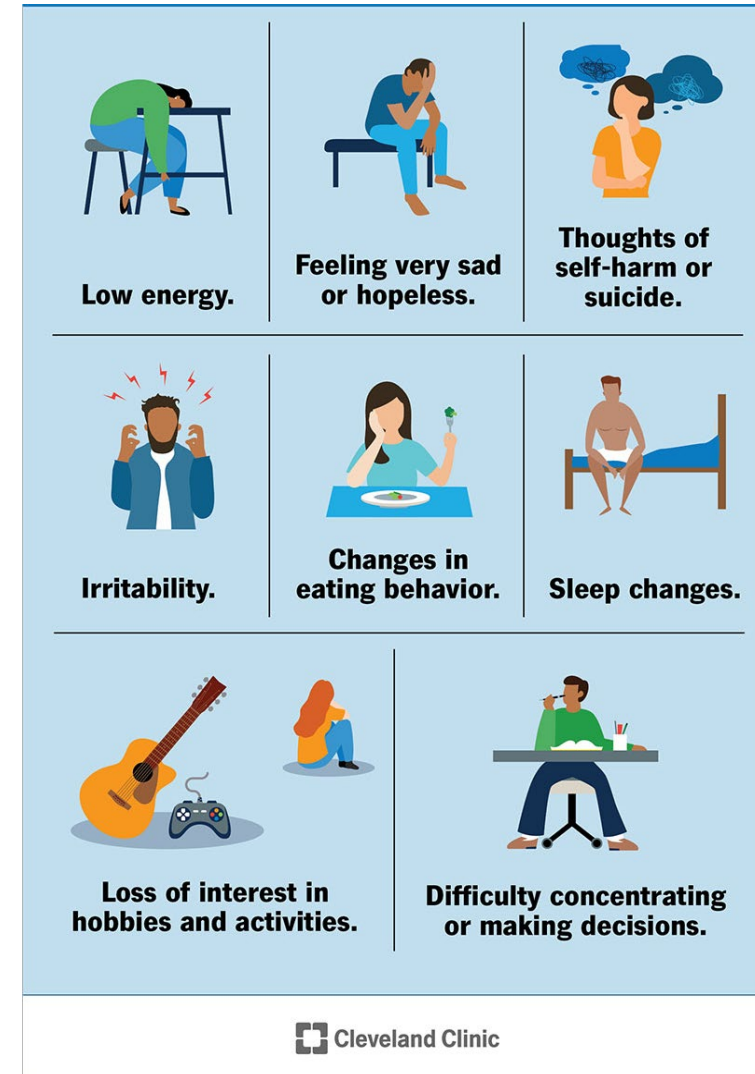
- 20.3% in mixed group of trainees

Mata et al. JAMA. 2015 Dec 8;314(22):2373-83.  
Rotenstein et al. JAMA. 2016 Dec 6;316(21):2214-2236.  
Mousa et al. PLoS One. 2016 Jun 10;11(6):e0156554.

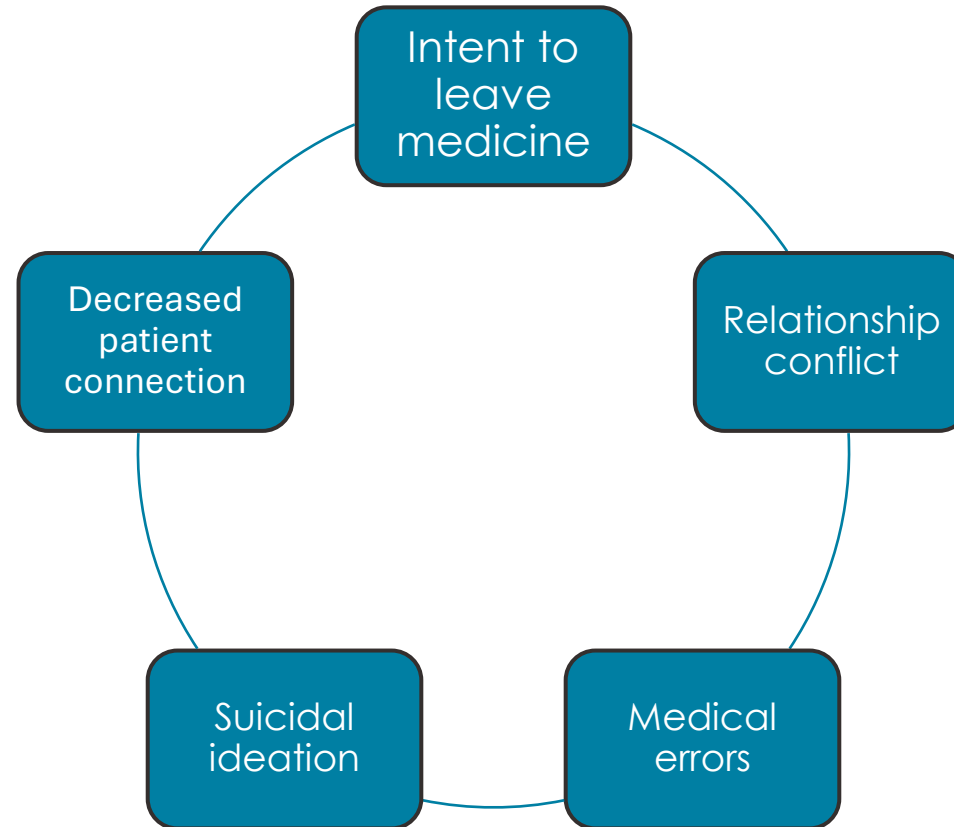
# Depression – Identification

AKA Major Depressive Disorder

- **A medical condition**
  - mood disorder that causes a persistent feeling of sadness and loss of interest
- **Frequent features:**
  - Feeling of sadness that persists
  - Lack of joy in activities
  - Fatigue despite getting sleep
- **NOT a sign of weakness or reflection of competence**
- **Treatable!**



# When untreated, depression has personal and professional effects



JAMA Netw Open. 2019 Nov 27;2(11):e1916097.  
JAMA Netw Open. 2020 Dec 1;3(12):e2028780.

# Depression: Self Assessment and Resources

## **Depression Information and Self Screening:**

[Depression - National Institute of Mental Health \(NIMH\)](#)

[Depression Screening Quiz: The Goldberg Depression Questionnaire](#)

## **ACGME podcasts, articles, and strategies:**

[Well-Being - Mental Health and Well-Being During Transitions](#)

# Substance Abuse

Warning signs and early response

05/2026

# Physicians are vulnerable to substance abuse

9-12% of medical professions, similar to the general population

- **Residents are more likely to abuse alcohol and prescription medications**
  - 18% of primary care residents report binge drinking at least once per month
  - Hazardous drinking and drinking to cope in medical school predicts hazardous drinking 10 years later
- **Rates of prescription medication abuse are declining over time**
  - 7.6% of residents report self-prescribing medication (2012 data)

Arch Intern Med. 2012 Feb 27;172(4):371-2.  
Subst Abus. 2017 Jul-Sep;38(3):292-296.  
Alcohol Alcohol. 2016 Jan;51(1):71-6.

# Warning signs of alcohol dependence

Signs and symptoms in the workplace and home life

Alcohol on breath  
Slurred speech  
Ataxia  
Erratic performance or decrement in performance  
Tremulousness  
“Out-of-control” behavior at social events  
Problems with law enforcement (eg, domestic abuse, driving while intoxicated)  
Hidden bottles  
Poor personal hygiene  
Failure to remember events, conversations, or commitments (“blackouts”)

Tardiness  
Frequent hangovers  
Poor early morning performance  
Unexplained absences  
Unusual traumatic injuries  
Mood swings  
Irritability  
Sweating  
Domestic/marital problems  
Isolation  
Leaving the workplace early on a regular basis

Mayo ClinProc. 2009;84(7):625-631.

# Warning signs of substance abuse

Signs and symptoms in the workplace

**Frequently absent from work without reasonable explanations**

**Arriving late consistently**

**Missing appointments with patients**

**Inaccessibility to patients and staff**

**Inappropriate behavior with colleagues, staff, and patients**

**Avoiding a supervisor or other colleagues**

**Rounding on patients at odd hours**

**Large quantities of drugs ordered**

**Inappropriate orders and forgotten verbal orders**

**A disorganized schedule and missed deadlines**

**Heavy drinking at hospital functions**

**Vague letters of reference**

**Multiple prescriptions for family members**

**Long lunches or unnecessary breaks**

**Decreased chart and work performance**

CritCare Med 2007 Vol. 35, No. 2 (Suppl.)

# Addressing potential substance abuse in medical trainees

Know warnings signs and available resources

- **Check in "I'm worried about you and I wanted to see how you are doing"**
- **Use verified observations and facts**
- **Be calm and use nonjudgemental language**
  
- **If concerned about fitness for duty, contact your DIO immediately to review and determine next steps**

# Substance Abuse: Toolkits and Resources

## **Substance Abuse:**

[AUDIT-C for Alcohol Use Calculator](#)

[DAST.pdf](#)

[Opioid Use Disorder](#)

[Substance Misuse Among Medical Students, Resident Physicians, and Fellow Physicians: A Review With Focus on the United States' Population - PMC](#)

## **ACGME podcasts, articles, and strategies**

[Well-Being - Mental Health and Well-Being During Transitions](#)

# Additional Interventions and Resources

Local and National

05/2026

# P2P Network

## Why is Peer Support Important?

- Medical errors and near misses are occupational hazards for healthcare workers.
- 81% of healthcare workers reported psychologic distress including troubling memories, anxiety, anger towards themselves, and fear of future events after adverse events.\*
- 90% felt that health care organizations did not support them in coping with error related stress,\*
- The referral itself is a demonstration of our care and support.

## How Do Peer Support Referrals Work?

- OWB receives the anonymous referral.
- OWB then reaches out and offers peer support.
- If offer is accepted, OWB assigns a peer supporter.
- Peer supporter contacts the colleague to offer peer support.
- Resource document is sent in follow-up.

# P2P Network

A Peer-to-Peer Support Program Now Available to all McGaw Physician Trainees!



## What is it?

### P2P Network

- Free, confidential, and voluntary peer support service for those involved in adverse clinical events
- Currently available to all NM physicians, physician trainees, APPs, nurses, and clinical pharmacists

### Peer Supporters

- Trained NM physicians, physician trainees, APPs, nurses, and clinical pharmacists
- Possess a variety of background experience to provide emotional and psychological first aid within job family

## Is it confidential?

- NM peer support activities are chartered and overseen as part of NM quality improvement initiatives. Peer support conversations are privileged and confidential under the IL Medical Studies Act and the Federal Patient Safety Act.

## Referral Form



Scan the QR code to submit a self or anonymous peer referral.

## How does it work?

- Access the referral form or our P2P webpage to refer self or others
- Peer support is offered to the colleague who is referred to the program
- If support is accepted, P2P leadership will assign a peer supporter who will contact the referred colleague within 72 hours
- Peer support consists of one or two interactions with additional resources sent in follow-up

## What types of events are supported?

- Adverse Event
- Near miss
- Medication error
- Death of a patient
- Severe or permanent injury of a patient
- Procedural complication
- Legal issue or peer review (physicians only)
- Discrimination or bias at the bedside by patients or visitors (physicians only)

For more information, email  
[P2PNetwork@nm.org](mailto:P2PNetwork@nm.org)

# Mental Health Care Resources

Local resources with dedicated training and sensitivity to medical professional needs

## Northwestern Resources

### McGaw Wellness Program: Meridian Psychiatric Partners

- ❖ [mcgawwellness@meridianproviders.com](mailto:mcgawwellness@meridianproviders.com) | 312-477-2109 (48hr response time)
- ❖ Discuss needs and help establish short- or longer-term care with an appropriate provider around depression and anxiety

### McGaw Wellness Resources

- ❖ Find wellness resources that are available through the McGaw Medical Center

### Substance Abuse / Fitness for Duty

- ❖ Joshua Goldstein, Designated Institutional Official: [j-goldstein4@northwestern.edu](mailto:j-goldstein4@northwestern.edu)

### Spiritual Care

- ❖ Mark Bradley, Manager Pastoral Services: [abradley@nm.org](mailto:abradley@nm.org)
- ❖ Chapels located on Feinberg 2-704 and Prentice 3-2324

# Mental Health Care Resources

National resources for general access needs

## External Resources

### 988 Suicide and Crisis Lifeline

- ❖ Call or text 988

### National Suicide Prevention Lifeline

- ❖ Call 1-800-273-TALK (8255) or text HELLO to 741741
- ❖ <https://suicidepreventionlifeline.org/>

### Suicide Prevention Resource Center

- ❖ [Suicide Prevention Resource Center](#)

### National Alliance on Mental Illness (NAMI)

- ❖ Call 800-950-NAMI (6264) | Text “HelpLine” to 62640

### National Domestic Violence Hotline

- ❖ Call 800-799-SAFE (7233) | Text “Start” to 88788

### National Sexual Assault Hotline

- ❖ Call 800-656-HOPE (4673)

### Illinois Physician Health Program (IPHP)

- ❖ Call 800-215-HELP (4357)
- ❖ Confidential consultation, support, and monitoring/ case management services for healthcare providers in Illinois (e.g., substance abuse)

# Additional Resources

Further reading, toolkits, and self-assessments

## **National Academy of Medicine Knowledge Hub on Clinician Well-Being**

[Clinician Resilience and Well-Being - NAM](#)

[An Intervention Framework for Institutions to Meet New ACGME Common Program Requirements for Physician Well-Being - PMC](#)