



From Dr. Rebecca Smith-Coggins
Chair, Stanford Physician Wellness Committee

2016 PHYSICIAN WELLNESS SURVEY RESULTS

In alignment with our mission to improve the physician experience at Stanford, the WellMD Center conducted a 2016 Physician Wellness Survey which was completed by 1054 physicians (54% of the active medical staff). Results showed an overall burnout rate of 34%; the rate for female physicians was significantly higher than that for males (39% vs. 28%). In the subset of physicians who completed both the 2013 and 2016 surveys, overall burnout increased from 26% to 34%, and high professional fulfillment dropped from 24% to 14%. These results mirror a national trend of increasing physician burnout.

Our survey found that the strongest determinants of burnout were low self-compassion (see [self-compassion resources](#)) and sleep-related impairment. The strongest determinants of professional fulfillment were perceived appreciation, values alignment, and peer supportiveness, all of which were related to perceived leadership support.

Improving leadership support was also a highly requested intervention on the survey. The WellMD team is planning to spend the next few months providing department chairs with their departmental data and exploring ideas for improvement. Our hope is that this will benefit physician wellness and retention. If nothing improves, our results imply that approximately 88 physicians will leave Stanford within two years due to burnout alone, costing at least \$88 million dollars.

The WellMD Center will also be investigating suggestions from physicians on the survey to improve each of the three domains of our **professional fulfillment model**: Culture of Wellness, Efficiency of Practice, and Personal Resilience; as well as other findings, such as why female physicians fared worse.

The full survey report will be available soon on our [Center research webpage](#) and will be emailed in February to each medical staff member.

Calendar:

For details of these and more events & classes, or CME wellness courses, see [WellMD Calendar](#)

- 2/1 [Mindful Self Compassion](#)
- 2/2 [Student Grief and Loss Gathering](#)
- 2/5 [Kaiser 5k/1/2 Marathon in SF](#) (join Team Stanford - benefits Planned Parenthood)
- 2/6 [Rathbun Lecture on a Meaningful Life: Ruth Bader Ginsburg - \(webcast\)](#)
- 2/8 [Mosquito-Borne Disease Risk in Kenya](#)
- 2/8 [Madagascar: A Crucible for Science, Health and the Environment](#)
- 2/9 [Poetry as Satire](#)
- 2/11 [Coaching: Leadership Skill](#)
- 2/15 [Jonathan Ryan Organ Recital](#)
- 2/16 [Safe and Confident Winter Cycling](#)
- 2/16 [Women and Leadership](#)
- 2/22 [What Matters to Me & Why – Marc Tessier-Lavigne, Stanford President](#)
- 2/22 [Hansen’s Disease, Stigma, & Literature](#)
- 2/23 [Electric Guitar - Historical Retrospective](#)
- 2/27 [A Life in Science](#)

News:

- New [Cooking Skills classes](#)
- New [Pet Insurance](#) available
- [Four Simple Tips for Safer Computing](#)
- New Stanford Center: [Presence – The Art & Science of Human Connection](#)

2017 American Conference on Physician Health
September 28-29, 2017 - San Francisco
Sponsored by Stanford, Mayo, AMA
[Abstract Submission closes March 1st!](#)

Research:

Burnout Subtypes and Absence of Self-Compassion in Primary Healthcare Professionals: A Cross-Sectional Study.

Montero-Marin J, Zubiaga F, Cereceda M, et. al. PLoS One. 2016 Jun 16;11(6):e0157499. PMID: [27310426](#)

In this study of 440 Spanish primary care health providers, all subtypes of burnout were highly associated with the negative dimensions of self-compassion.

Self-Compassion and Responses to Trauma: The Role of Emotion Regulation. Scoglio AA, Rudat DA, Garvert D, Jarmolowski M, Jackson C, Herman JL. J Interpers Violence. 2015 Dec 16. [Epub ahead of print] PMID: [26681787](#)

For a group of community women exposed to trauma, low self-compassion was related to higher levels of trauma symptoms and decreased ability to control emotions, while higher self-compassion was related to resilience. “These findings corroborate previous research that points to the important role of self-compassion in mental health and in the aftermath of stressful life events.”