

ASSEMBLY 2018

Burnout and Calling:

Innovations at the Intersection of Religious
Formation and Health Care

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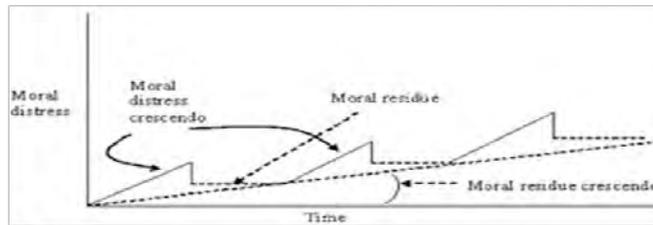
Learning Objectives

- Demonstrate the rates and effects of burnout
- Understand the correlation between sense of calling and burnout
- Consider religious formation as a paradigm for healthcare
- Identify resources to enhance formation to foster, maintain, sense of calling in health care setting

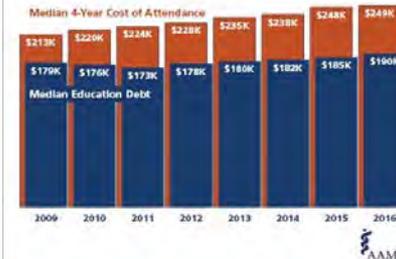
The Reality of Burnout

EXAMPLE 2			
Work RVU Scale	Work RVU	\$/Work RVU	Compensation
0 - 3,333	3,333	\$40.00	\$133,320
3,334 - 6,667	3,333	\$45.00	\$149,985
6,668 +	3,333	\$50.00	\$166,650
APPROXIMATE TOTAL			\$450,000

Letter Grades	Range	
A	= 100%	to 94%
A-	= 94%	to 90%
B+	= 90%	to 87%
B	= 87%	to 84%
B-	= 84%	to 80%
C+	= 80%	to 77%
C	= 77%	to 74%
C-	= 74%	to 70%
D+	= 70%	to 67%
D	= 67%	to 64%
D-	= 64%	to 61%
F	= 61%	to 0%



Debt Nearly Stable Despite Cost Growth



Effects on Patient Care

RESEARCH ARTICLE

Healthcare Staff Wellbeing, Burnout, and Patient Safety: A Systematic Review

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Shanafelt, et al. (2010)

For surgeons, higher levels of burnout associated increased likelihood of reporting an error in the last 3 months

Halbesleben, et al (2008)

Cross sectional survey of nurses found higher burnout resulted in lower patient safety grade

Dyrbye, L., et al. (2010)

Associated with self-reported unprofessional conduct and less altruistic professional values among medical students

Effects of Burnout on Professionals

- Emotional exhaustion
- Reduced sense of personal accomplishment
- Less work-life integration than other U.S. workers



Examples of Interventions to Reduce Burnout

- Organizational
 - Importance of frontline leadership emphasizing well-being and professional satisfaction
 - Decreasing work hours
 - Wellness programming and conversation
- Personal
 - Spirituality
 - Mindfulness
 - Reflective writing

High Sense of Calling

- Greater professional satisfaction caring for patients
- More engaged with career, less likely to leave profession
- Physicians with a high sense of calling report less burnout

Calling, Formation, and Memory

- “Ignatius and his closest associates were keenly aware that communication of the ideals, goals, and style of the Society did not occur automatically and that it had to be sustained on a consistent and ongoing basis.” (O’Malley, *The First Jesuits*, 62).
- Sustaining Memory: How often does one reflect on the ideals, goals, and medicine’s way of being in the world—or the original impulses that bring persons to these professions?

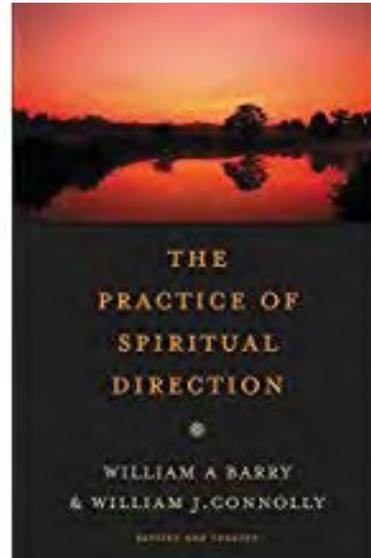
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Innovations for Formation

Program brings faith into medical training

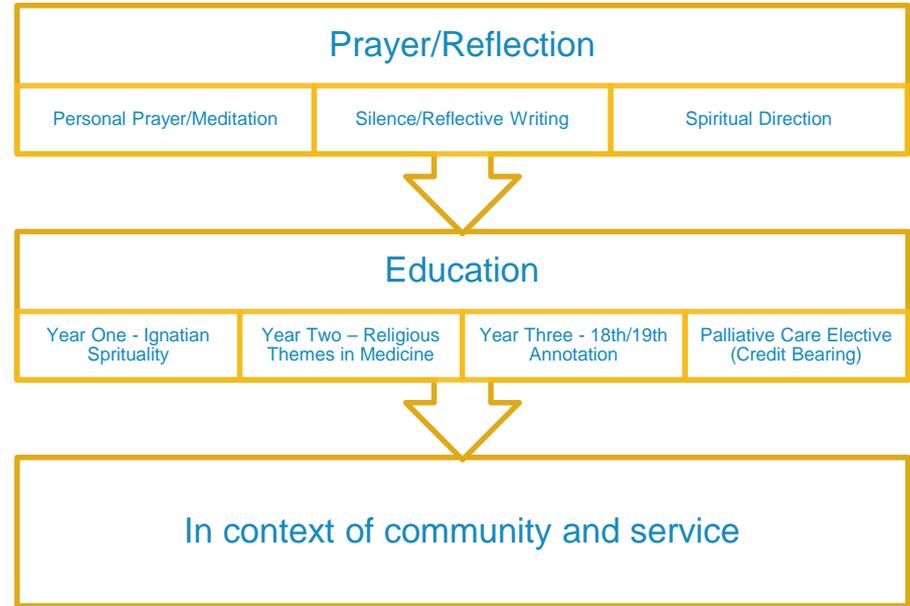
Jun 5, 2016

by Elizabeth A. Elliott | Spirituality



Physician's Vocation Program

- Started in 2012
- Four year curriculum
- 50-60 active participants
- 51 graduates in residency programs
- Preliminary research: higher calling and less burnout than peers



Spiritual Direction



- Directees (75-80 directees)
 - Demonstration of spiritual direction
 - Expectations for directees
 - Expectations of directors
 - Access to a list of trained spiritual directors
- Directors (18 directors)
 - Year-long training
 - Group supervision
 - 1:1 feedback

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Prayloyolamed.org

Daily Scripture Ignatian Reflection Ignatian Prayer

May 10, 2018

Living Patiently

Today we are urged to live "with all humility and gentleness, with patience, bearing with one another in love." I don't know about you but when I read this I think, that's a tough one, especially patience!! Waiting in line is always a challenge for me. It activates my humanity and I can get so annoyed. A friend said to me, "you are going to wait and you can choose to be patient or impatient. But either way you are still waiting." In the spirit of Ignatius I am learning to use waiting as a way to get closer to God. I can take a moment to breathe, to think a good thought, just slow down, or offer a kind word. Amazingly I always feel better.

Where can I be patient today? Can I bear others through love today?

—Lee Hubbell is the director of the LU-CHOICE and JVC Magis programs, and the director of ministry of the First Studies program, all at Loyola University Chicago.

Daily Scripture Ignatian Reflection Ignatian Prayer

May 10, 2018

Prayer

Lord God, one of the fruits of the Holy Spirit is patience. When we have to wait, whether it is for something big or something small, increase our patience with ourselves and those around us so that we may use these times to grow closer to you. We pray this through Christ, our Lord.

—The Jesuit Prayer team

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Name

First LAST

Email

Where can I be patient today?

Daily Scripture Ignatian Reflection Ignatian Prayer

May 10, 2018

The Ascension of the Lord (in some dioceses)

Eph 4:1-13

I therefore, the prisoner in the Lord, beg you to lead a life worthy of the calling to which you have been called with all humility and gentleness, with patience, bearing with one another in love, making every effort to maintain the unity of the Spirit in the bond of peace. There is one body and one Spirit, just as you were called to the one hope of your calling, one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all.

But each of us was given grace according to the measure of Christ's gift. Therefore it is said, "When he ascended on high he made captivity itself a captive, he gave gifts to his people." (When it says, "He ascended," what does it

Drawing on Our Resources

- Catholic health care was founded and sustained historically from a sense of calling that developed from the religious community's ability to sustain and foster a sense of vocation.
- The work of healthcare flowed out of that calling.
- How do we draw on the resources of our tradition to further foster a sense of calling that is foundational to Catholic health care?

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