



BURNOUT

Text Button B

WORKING HARDER: THE VICIOUS CYCLE OF BURNOUT

A vicious cycle sets the stage for burnout

- Increasing fatigue results in reduced efficiency and productivity
- Denial of fatigue results in an attempt to work harder and increase the time spent working
- Working harder reduces time available for rest and recuperation
- Lack of rest and recuperation increases fatigue and reduces efficiency and productivity
- Increased fatigue distorts the resident's ability to have insight into the quality of his/her work and interferes with his/her perspective
- Lack of insight increases any tension and anxiety a resident feels; the resident might believe he/she can improve the situation with more work, rather than by getting a fresh perception of the system/situation
- Unrealistic expectations of perfection—by patients, society, the residency program, and most harshly, the resident—create the impression the resident can never be good enough, further diminishing self-esteem and self-worth