



THE POWER OF SELF-CARE

FOR HEALTH CARE PROFESSIONALS

Dr Sunil Kumar

North England Pain Medicine Group Meeting

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Did you know that nearly 50% of healthcare professionals report experiencing burnout?

Imagine the impact this has not just on our health but also on patient care.

Today, we're going to explore how we can change this narrative through effective self-care.

Why Learn from Me?

Board Certified Lifestyle Medicine Physician with years of experience

Certified Master Health Coach

Certified Nutrition and Mindfulness Coach

Personal journey with burnout and self-care; lessons learned the hard way

Experience developing and implementing self-care programs for healthcare professionals as a Vice Chair for Health & Wellbeing BAPIO, healthcare provider well-being as NHS England NW Faculty Facilitator

National & International Speaker on Lifestyle Medicine & Self Care

International Author of two best selling books on Power of Self Care

Learning Objectives

1. Define self-care and understand its unique importance for healthcare professionals
2. Identify common barriers to self-care and develop strategies to overcome them
3. Recognise signs of burnout, compassion fatigue, and other negative outcomes related to lack of self-care
4. Implement evidence-based self-care strategies across multiple domains (physical, emotional, cognitive, spiritual)
5. Empower you to create a personalised self-care plan that addresses individual needs and preferences

What is Self-Care

- Definition: Intentional actions taken to promote holistic well-being across physical, mental, emotional, and spiritual domains
- Encompasses a wide range of activities and practices, from basic self-maintenance to deeper self-exploration and growth
- Differs from "pampering" or self-indulgence; self-care is a necessary foundation for sustainable, effective functioning

Unique challenges for healthcare professionals

- Higher exposure to stressors such as trauma, suffering, and high-stakes decision-making
- Emotional labor of caring for others and witnessing difficult situations
- Pressure to prioritise others' needs over one's own; cultural expectation of self-sacrifice
- Stigma around acknowledging struggle or seeking help
- Systemic barriers such as understaffing, long hours, and lack of resources

Why Self-Care Matters

- **Burnout prevention:** Consistent self-care reduces risk of emotional exhaustion, depersonalization, and decreased sense of accomplishment
- **Improved physical health:** Self-care habits like proper nutrition, exercise, and sleep boost immune function and overall health
- **Enhanced cognitive function:** Self-care practices like mindfulness and stress management improve focus, decision-making, and problem-solving skills
- **Emotional regulation:** Self-care strategies help build distress tolerance, emotional resilience, and healthy coping mechanisms

Why Self-Care Matters

- **Increased empathy and compassion:** By attending to own needs, healthcare professionals can be more fully present and attuned to the needs of others
- **Better patient outcomes:** Provider well-being is linked to patient safety, satisfaction, and quality of care
- **Sustainability and retention:** Self-care is essential for maintaining passion, finding meaning, and thriving long-term in a demanding field

How to Practice Self-Care

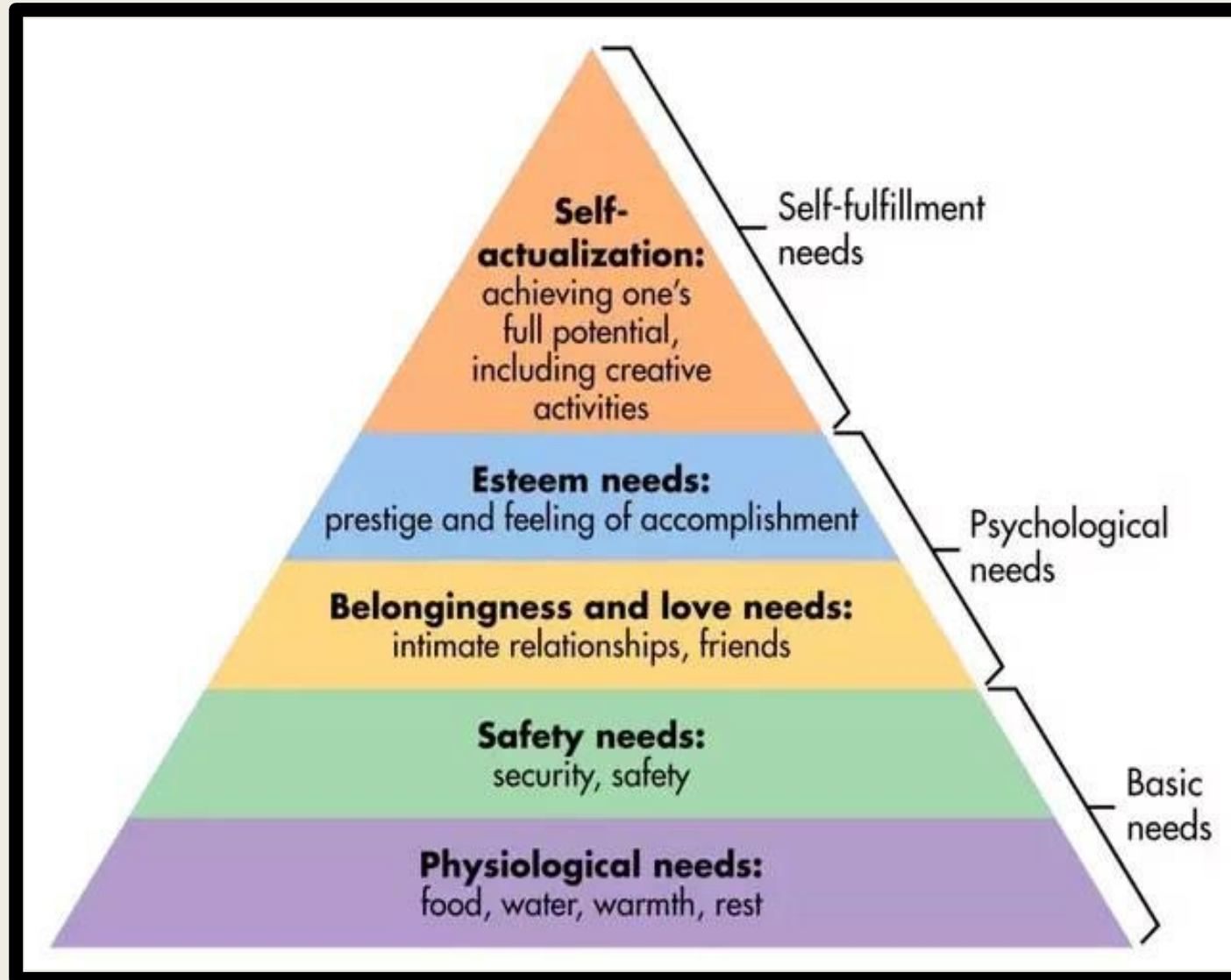
Assess current state of well-being using tools like the Maslach Burnout Inventory

Identify personal risk factors, triggers, and early warning signs of burnout

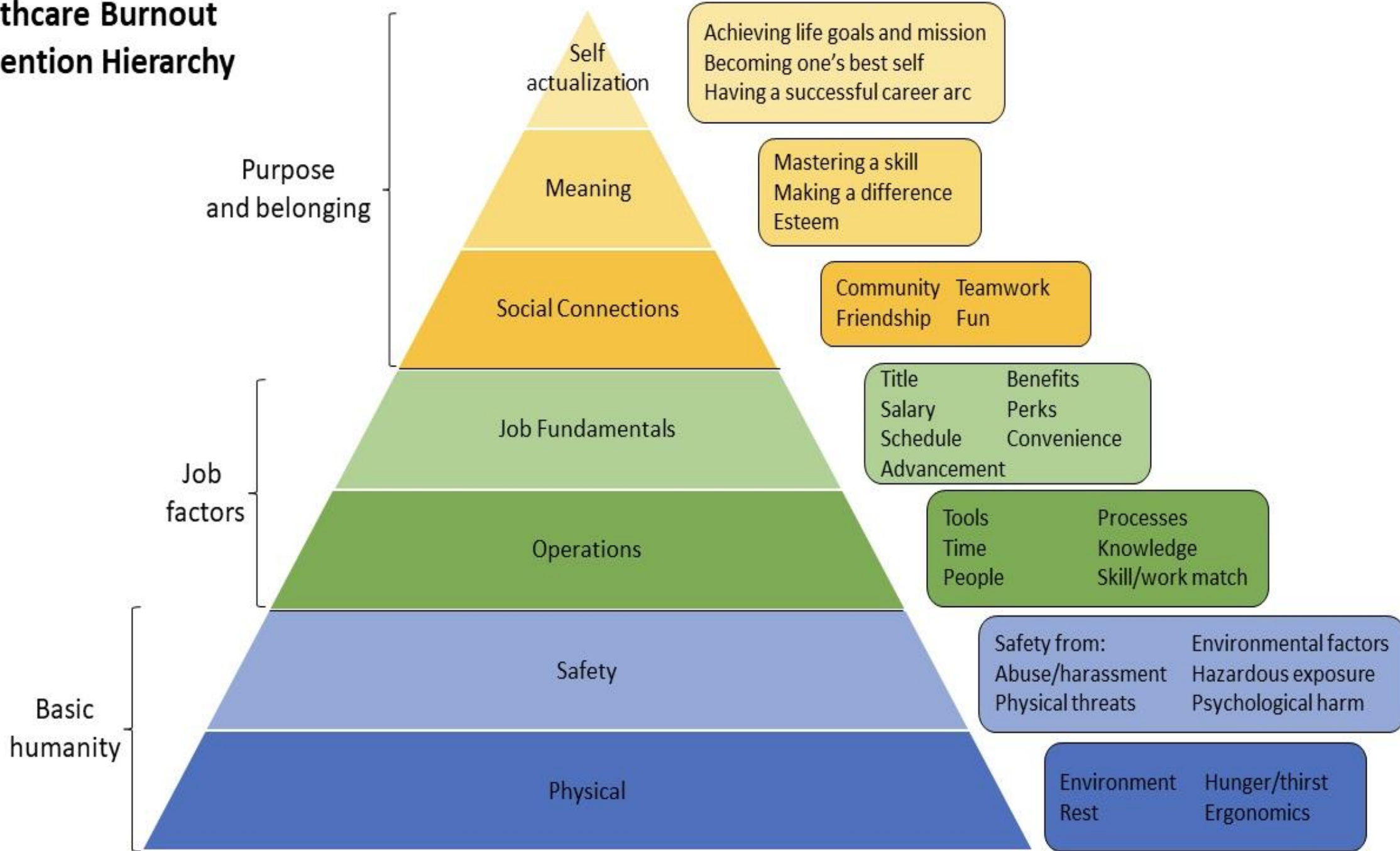
Explore self-care strategies across multiple domains:

- Physical: Nutrition, exercise, sleep, preventive care
- Emotional: Stress management, healthy relationships, therapy or counseling
- Cognitive: Mindfulness, boundary-setting, lifelong learning
- Spiritual: Connection to purpose, values, and sources of meaning

Basic Human Need - Hierarchy of Need & Abraham Maslow



Healthcare Burnout Prevention Hierarchy



Stress or Burnout?

Stress is when you are drained and still *able to recover*

Burnout begins when you are drained and **NOT able to recover** between your shifts or pattern of work

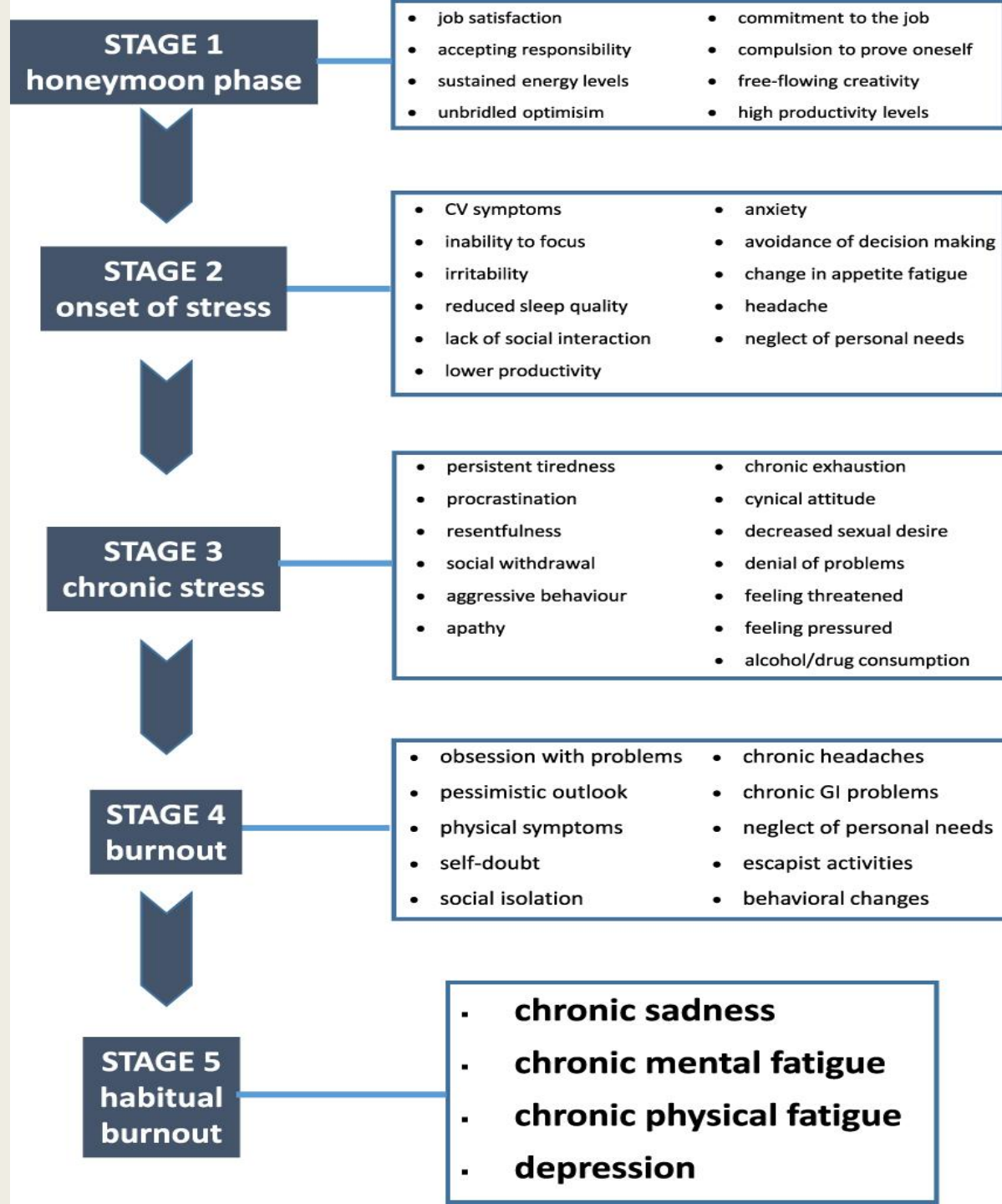
Triggers	Stress	Burnout
Timeframe	Acute reaction to demanding situation	Result of prolonged, chronic workplace stress
Primary location	Can be related to overall life stressors	Specifically tied to occupational stressors
Common triggers	Heavy workload, traumatic event, conflict	Excessive workload demands, lack of job control, insufficient reward
Primary symptoms	Anxiety, tension headaches, insomnia, stomach issues	Extreme exhaustion, detachment, feelings of inefficacy
Onset	Rapid reaction to stressor event	Gradual cumulative process
Duration	Temporary state if managed	Persistent symptoms
Impact areas	Not solely job-related effects	Primarily impacts professional life
Performance factors	Usually maintained	Often declines significantly
Complications	Depression, concentration issues	Cynicism, apathy, substance abuse
Reversibility	Condition can resolve independently	Typically requires intervention

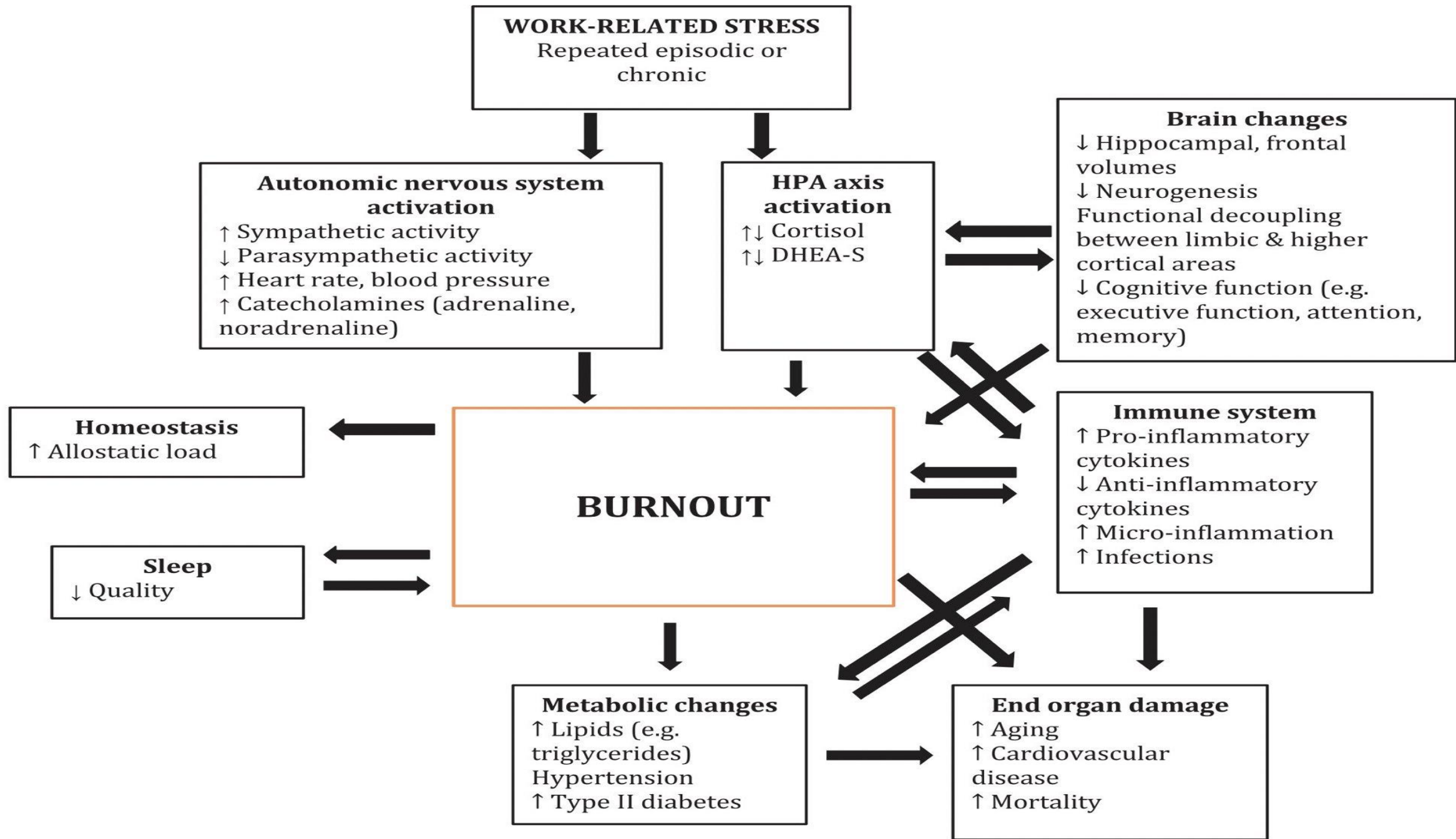
Burnout

- Burnout is a state of physical, emotional, and mental exhaustion caused by prolonged and excessive stress.
- It is a psychological syndrome that can occur when an individual experiences chronic work-related stress and feels overwhelmed, emotionally drained, and unable to meet constant demands.
- Burnout is particularly common in helping professions, such as healthcare, social work, and education, where individuals are often required to provide ongoing care and support to others.

When it is alarming ?

- 2 weeks or more of persistently diminished mood, loss of motivation, feelings of guilt or worthlessness
- Persistent social isolation, changes in relationships
- Life interfering anxiety symptoms
- Use of alcohol, non-prescribed medications, illicit substances
- Sustained decline in function
- Changes in eating patterns or weight loss/gain
- Suicidal thoughts or self-harming behaviors





Burnout Symptoms & the 3 Energetic Bank Accounts

When you look at the three scales of the Maslach Burnout Inventory – each corresponds to a negative balance in its own Energetic Bank Account.

Exhaustion = Physical Energy Bank Account

Sarcasm, Cynicism, Blaming = Emotional Energy Bank Account

What's the use? = Spiritual Energy Bank Account

The Maslach Burnout Inventory

How do you perceive your work? Are you exhausted? How capable are you of shaping your relationship to others? To what degree are you personally fulfilled?

Indicate how frequently the following statements apply to you and add the points indicated on top of the respective box:

- 0 = Never
- 1 = At least a few times a year
- 2 = At least once a month
- 3 = Several times a month
- 4 = Once a week
- 5 = Several times a week
- 6 = Every day

	Never		Every day				
	↓		↓				
	0	1	2	3	4	5	6
01 - I feel emotionally exhausted because of my work							
02 - I feel worn out at the end of a working day							
03 - I feel tired as soon as I get up in the morning and see a new working day stretched out in front of me							
04 - I can easily understand the actions of my colleagues/supervisors							
05 - I get the feeling that I treat some clients/colleagues impersonally, as if they were objects							
06 - Working with people the whole day is stressful for me							
07 - I deal with other people's problems successfully							
08 - I feel burned out because of my work							
09 - I feel that I influence other people positively through my work							
10 - I have become more callous to people since I have started doing this job							
11 - I'm afraid that my work makes me emotionally harder							
12 - I feel full of energy							
13 - I feel frustrated by my work							
14 - I get the feeling that I work too hard							
15 - I'm not really interested in what is going on with many of my colleagues							
16 - Being in direct contact with people at work is too stressful							
17 - I find it easy to build a relaxed atmosphere in my working environment							
18 - I feel stimulated when I been working closely with my colleagues							
19 - I have achieved many rewarding objectives in my work							
20 - I feel as if I'm at my wits' end							
21 - In my work I am very relaxed when dealing with emotional problems							
22 - I have the feeling that my colleagues blame me for some of their problems							

Burnout Pathophysiology

1) Exhaustion

Physical Energy Account

Deposits:

Rest/nutrition/exercise/balance

31

Burnout Pathophysiology

2) Compassion fatigue

Emotional Energy Account

Deposits:

Healthy relationships
Quality time with the people you love

32

Burnout Pathophysiology

3) "What's the use"

Spiritual Energy Account

Deposits:

Connection with purpose/meaning
Ideal patient encounter

33

Burnout Symptoms

Maslach Burnout Inventory

1) Exhaustion

"I am not sure how much longer I
can go on like this"

25

Burnout Symptoms

Maslach Burnout Inventory

2) "Depersonalization"

Cynical | Sarcastic | Venting
"Compassion Fatigue"

A Dysfunctional Coping Mechanism

26

Burnout Symptoms

Maslach Burnout Inventory

3) "Lack of Efficacy"

"What's the Use?"

My work doesn't serve a purpose or
make a difference

27

What is YOUR BALANCE

PHYSICAL – how is your energy? Are you in a positive balance?

EMOTIONAL – how are you feeling emotionally. Are you getting your needs met with regards to your most important relationships?

SPIRITUAL – how connected are you to feeling like your work makes a difference and is a meaningful path for you?

PREVENTING PHYSICIAN BURNOUT

- DECREASE THE DRAIN
- BECOME SKILLED AT MAKING DEPOSITS

PHYSICAL , EMOTIONAL AND SPIRITUAL ENERGY ACCOUNTS

Decrease the Drain

How draining is your average shift at work?

What are the situations, people, activities and things that drain you the most?

How can you set yourself up to do LESS of those?

What are the things you find most rewarding and enjoyable at work?

How can you set yourself up to do MORE of those?

Increase your Deposits

Physical:

- What things do you do outside of work that you find the most restful and rejuvenating?
- When can you do more of those?
- How can you take better care of exercise and eating right?
- Which of these things could you begin to incorporate into your office day?

Emotional:

- What relationships in your life give you the most joy and satisfaction?
- When was the last time you paid them significant attention?
- When can you spend some quality time with these people? (schedule it now!)

Your Spiritual Bank Account is the only one where **triple deposits** are possible.

Whenever you have a patient encounter that leaves you feeling so good you say to yourself, *“Oh yeah, THAT is why I became a doctor or a healthcare professional ”* – you have just made a deposit into your Spiritual Bank Account.

At the same time you will notice **increased Physical and Emotional energy.**

Connecting with purpose and meaning in your practice is a leveraged activity that drops deposits in all three accounts.

Coping vs. Resilience vs. Flourishing

- Resilience goes beyond traditional coping
- Flourishing goes beyond resilience
- Stress management skills can help with coping and resilience, but not necessarily thriving and flourishing
- Intensive healthy lifestyle, including positive activities, can support thriving and flourishing.

Primordial prevention:
decreasing risk factors before burnout onset

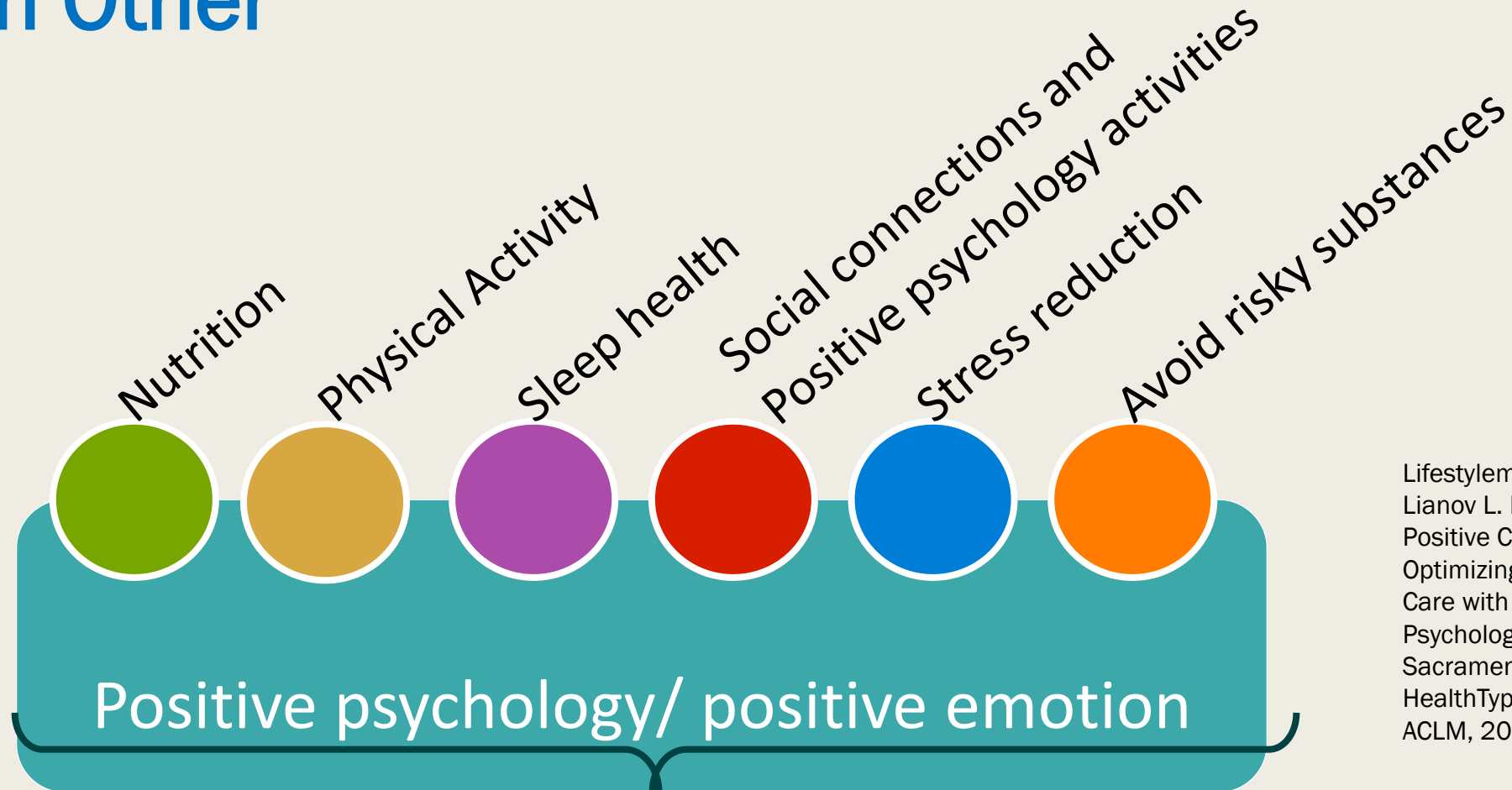
Primary prevention:
identify and reduce the source of burnout

Secondary prevention:
reducing the severity of burnout

Tertiary prevention:
minimize the adverse consequences of burnout

Lifestyle Medicine interventions can be effective for prevention of burnout at many stages

Lifestyle Medicine and Positive Psychology Reinforce Each Other



Lifestylemedicine.org;
Lianov L. Roots of
Positive Change,
Optimizing Health
Care with Positive
Psychology.
Sacramento CA:
HealthType LLC, with
ACLM, 2019.

Healthy behavior changes leading toward total well-being

PERMA Model of Positive Psychology

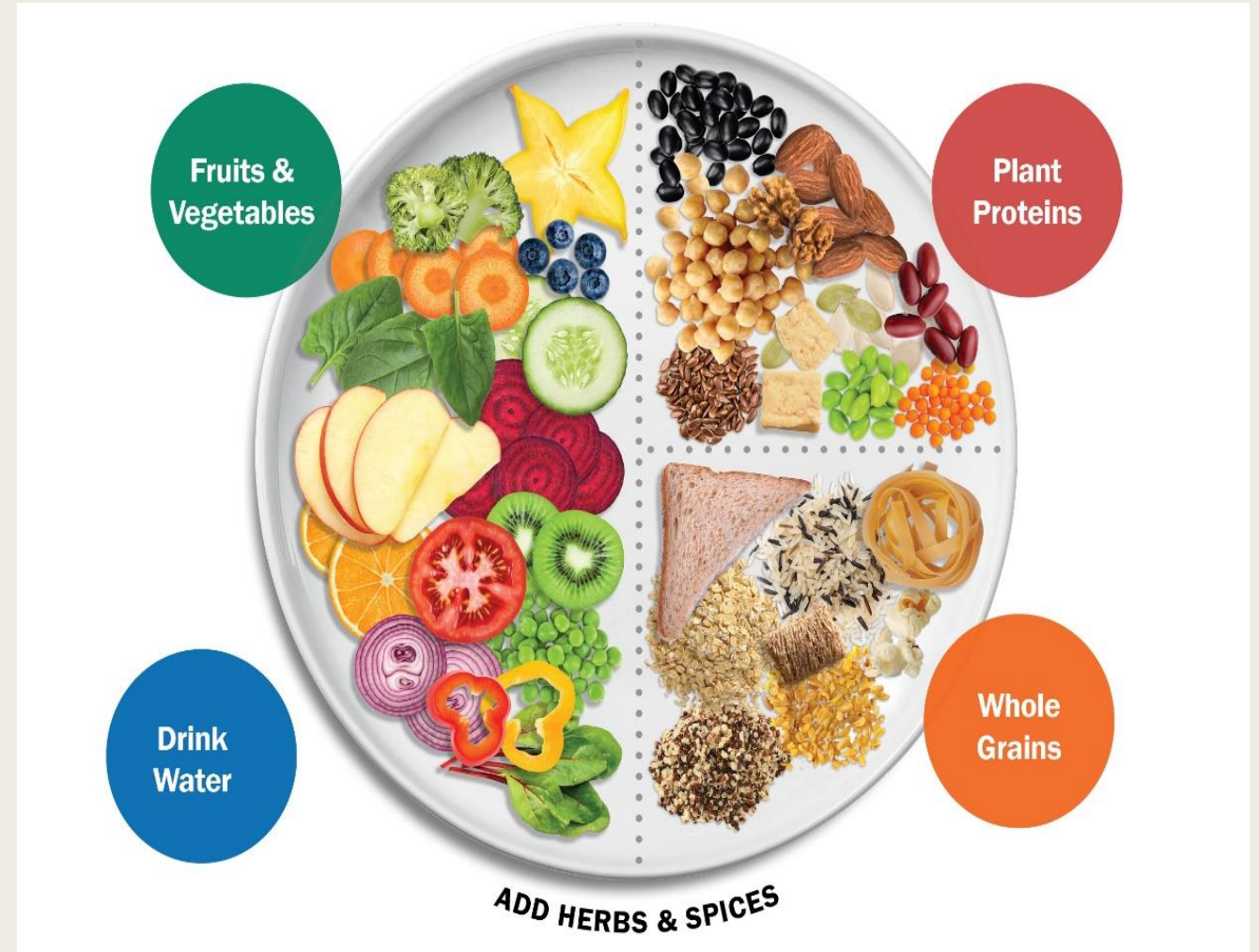
by Martin Seligman

- *P*ositive emotion
- *E*ngagement
- *R*elationships
- *M*eaning
- *A*chievement

Whole Food Plant Based Diet

The first element of an intensive healthy lifestyle is eating a predominantly whole food plant based diet.

Recommended in the principles of the American College of Lifestyle Medicine and is based on a large body of literature.



Impact Factor: 1.9

5-Year Impact Factor: 2.4



Restricted access | Review article

First published online December 2, 2020

Nutrition Strategies for Reducing Risk of Burnout Among Physicians and Health Care Professionals

[Monica Kazlauskys Esquivel, PhD, RDN, CSSD](#) ✉ [View all authors and affiliations](#)

[Volume 15, Issue 2](#)

<https://doi.org/10.1177/1559827620976538>

Diet is a modifiable factor - chronic stress influences eating behaviors and food choices. Healthy eating is protective against burnout.

Evidence supports benefits of the Mediterranean diet for mental health.

Key nutrients like omega-3s, amino acids, and complex carbs impact brain function.

Nutrition counseling using cognitive behavioral theory

Mindful eating interventions, especially for emotional eating

- Consume a variety of foods
- Focus on food groups
- Fill at least half of your plate with vegetables and fruits
- Focus on whole grains
- Consume more beans, peas and lentils
- Drink plenty of water
- Reduce or work to eliminate red meat, poultry and eggs
- Limit added processed oils
- Limit highly processed and packaged foods
- Do not rely on supplements as a substitute for real food

Article

The Association between Healthy Diet and Burnout Symptoms among Finnish Municipal Employees

Markus A. Penttinen ^{1,2,*}, Jenni Virtanen ^{1,3}, Marika Laaksonen ⁴, Majjaliisa Erkkola ⁵, Henna Vepsäläinen ⁵, Hannu Kautiainen ^{6,7} and Päivi Korhonen ¹

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Citation: Penttinen, M.A.; Virtanen, J.; Laaksonen, M.; Erkkola, M.; Vepsäläinen, H.; Kautiainen, H.; Korhonen, P. The Association between Healthy Diet and Burnout Symptoms among Finnish Municipal Employees. *Nutrients* **2021**, *13*, 2393. <https://doi.org/10.3390/nu13072393>

Academic Editor: Gordon W. Moran

Received: 10 June 2021

Accepted: 7 July 2021

Abstract: Background: Burnout is an undesirable mental condition, which may have a negative impact on individuals' health and work ability. This study aimed to evaluate the relationship between diet and burnout symptoms among female public sector employees. Methods: A cross-sectional study was conducted in 2015 among 630 female employees from 10 municipal work units of the city of Pori, Finland. Burnout symptoms were assessed with the Bergen Burnout Indicator (BBI). The consumption of food items was determined using the food frequency questionnaire (FFQ). The main food groups were categorized into healthy and unhealthy foods based on the Nordic Nutrition Recommendations for a healthy and balanced diet. Results: In multivariate linear regression analysis, consumption of healthy food items had an inverse relationship with the severity of burnout symptoms independently of age, education years, physical activity, and depressive symptoms. De-tailed analysis revealed that subjects with lower BBI score consumed more often low-fat dairy produce, vegetables, fruit and berries, vegetable food, and white meat. Conclusions: Frequent consumption of healthy food items is associated with low level of burnout symptoms. Our results emphasize the importance of diverse and balanced healthy diet to promote work well-being.

Keywords: burnout; mental health; nutrition

Physical Activity

- Aerobic or Endurance
- Strength or Resistance
- Flexibility
- Balance

Review

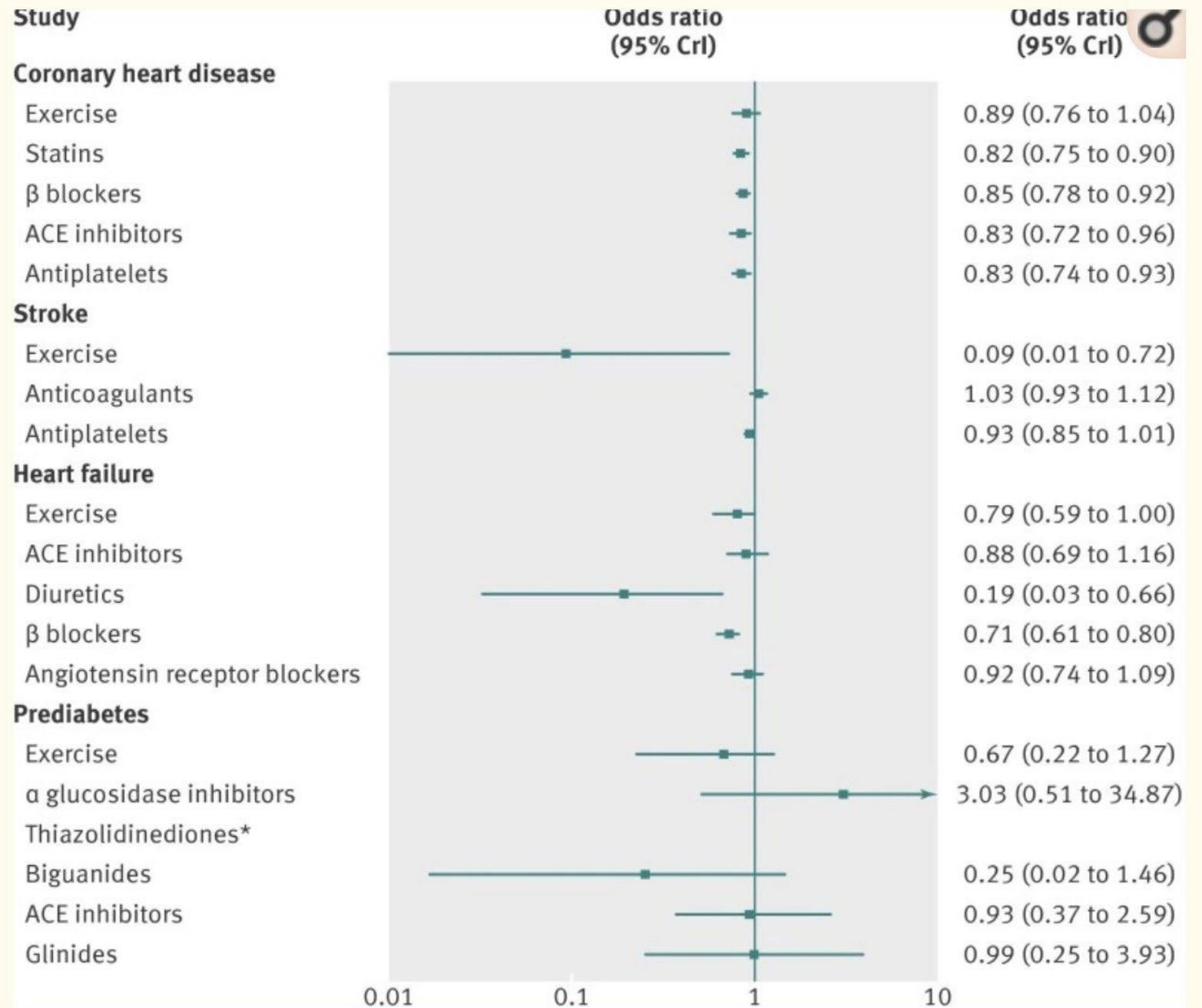
Systematic review of the association between physical activity and burnout

Lea M. Naczenski¹, Juriëna D. de Vries^{1,2},
Madelon L. M. van Hooff¹ and Michiel A. J. Kompier¹

- Systematic review of 10 studies
- Moderate to strong evidence for a negative relationship between PA and burnout's key component- exhaustion
- "Suggests that physical activity constitutes an effective medium for the reduction of burnout"

Exercise is Medicine

Comparative effectiveness of
exercise and drug interventions
on mortality outcomes:
metaepidemiological study



Health Benefits Associated with Regular Physical Activity for Adults

Adults and Older Adults

- Lower risk of all-cause mortality
- Lower risk of cardiovascular disease mortality
- Lower risk of cardiovascular disease (including heart disease and stroke)
- Lower risk of hypertension
- Lower risk of type 2 diabetes
- Lower risk of adverse blood lipid profile
- Lower risk of cancers of the bladder, breast, colon, endometrium, esophagus, kidney, lung and stomach
- Improved cognition
- Reduced risk of dementia (including Alzheimer's disease)
- Improved quality of life
- Reduced anxiety
- Reduced risk of depression
- Improved sleep
- Slowed or reduced weight gain
- Weight loss, particularly when combined with reduced calorie intake
- Prevention of weight regain following initial weight loss
- Improved bone health
- Improved physical function
- Lower risk of falls (older adults)
- Lower risk of fall-related injuries (older adults)

Sedentary Behaviour

Review > Circulation. 2019 Sep 10;140(11):e596-e646. doi: 10.1161/CIR.0000000000000678.

Epub 2019 Mar 17.

2019 ACC/AHA Guideline on the Primary Prevention of Cardiovascular Disease: A Report of the American College of Cardiology/American Heart Association Task Force on Clinical Practice Guidelines

Sedentary behavior is defined as any waking behavior characterized by an energy expenditure ≤ 1.5 METs while in a sitting, reclining, or lying posture.

Standing is a sedentary activity in that it involved ≤ 1.5 METs, but it is not considered a component of sedentary behavior.

Intensity	METs	Examples
Sedentary behavior*	1–1.5	Sitting, reclining, or lying; watching television
Light	1.6–2.9	Walking slowly, cooking, light housework
Moderate	3.0–5.9	Brisk walking (2.4–4 mph), biking (5–9 mph), ballroom dancing, active yoga, recreational swimming
Vigorous	≥ 6	Jogging/running, biking (≥ 10 mph), singles tennis, swimming laps

Definitions and Examples of Different Intensities of Physical Activity

Recommended Physical Activity

150 minutes of moderate intensity

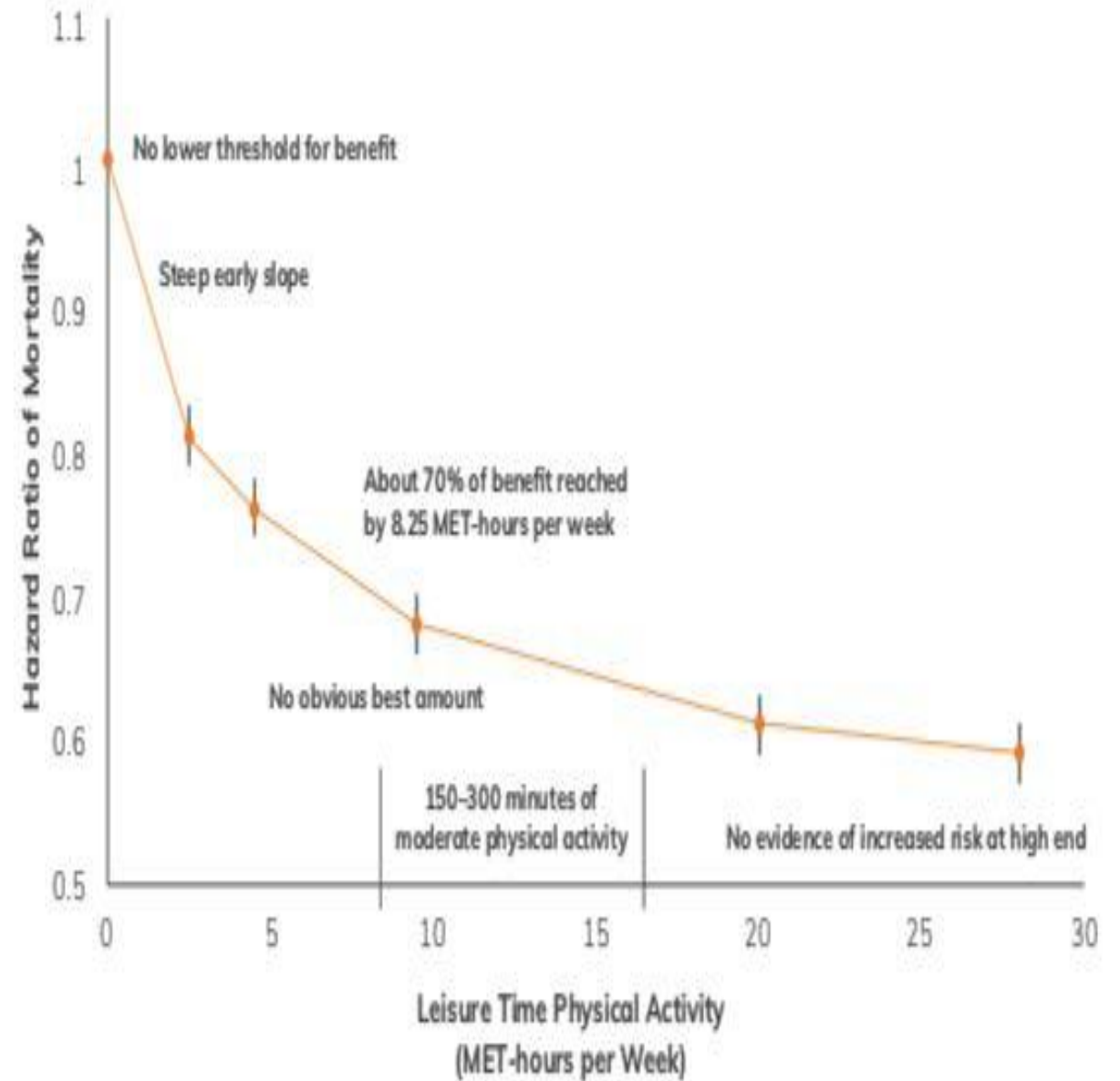
or

75 minutes of vigorous activity per week.

Moderate-intensity Physical Activity (Approximately 3-6 METs)	Vigorous-intensity Physical Activity (Approximately >6 METs)
Requires a moderate amount of effort and noticeably accelerates the heart rate.	Requires a large amount of effort and causes rapid breathing and a substantial increase in heart rate.
Examples of moderate-intensity exercise include:	Examples of vigorous-intensity exercise include:
<ul style="list-style-type: none">• Brisk walking	<ul style="list-style-type: none">• Running
<ul style="list-style-type: none">• Dancing	<ul style="list-style-type: none">• Walking / climbing briskly up a hill
<ul style="list-style-type: none">• Gardening	<ul style="list-style-type: none">• Fast cycling
<ul style="list-style-type: none">• Housework and domestic chores	<ul style="list-style-type: none">• Aerobics
<ul style="list-style-type: none">• Traditional hunting and gathering	<ul style="list-style-type: none">• Fast swimming
<ul style="list-style-type: none">• Active involvement in games and sports with children / walking domestic animals	<ul style="list-style-type: none">• Competitive sports and games (e.g. Traditional Games, Football, Volleyball, Hockey, Basketball)
<ul style="list-style-type: none">• General building tasks (e.g. roofing, thatching, painting)	<ul style="list-style-type: none">• Heavy shovelling or digging ditches
<ul style="list-style-type: none">• Carrying / moving moderate loads (<20kg)	<ul style="list-style-type: none">• Carrying / moving heavy loads (>20kg)

Even low amounts of moderate-to-vigorous intensity physical activity reduce the risk of all-cause mortality.

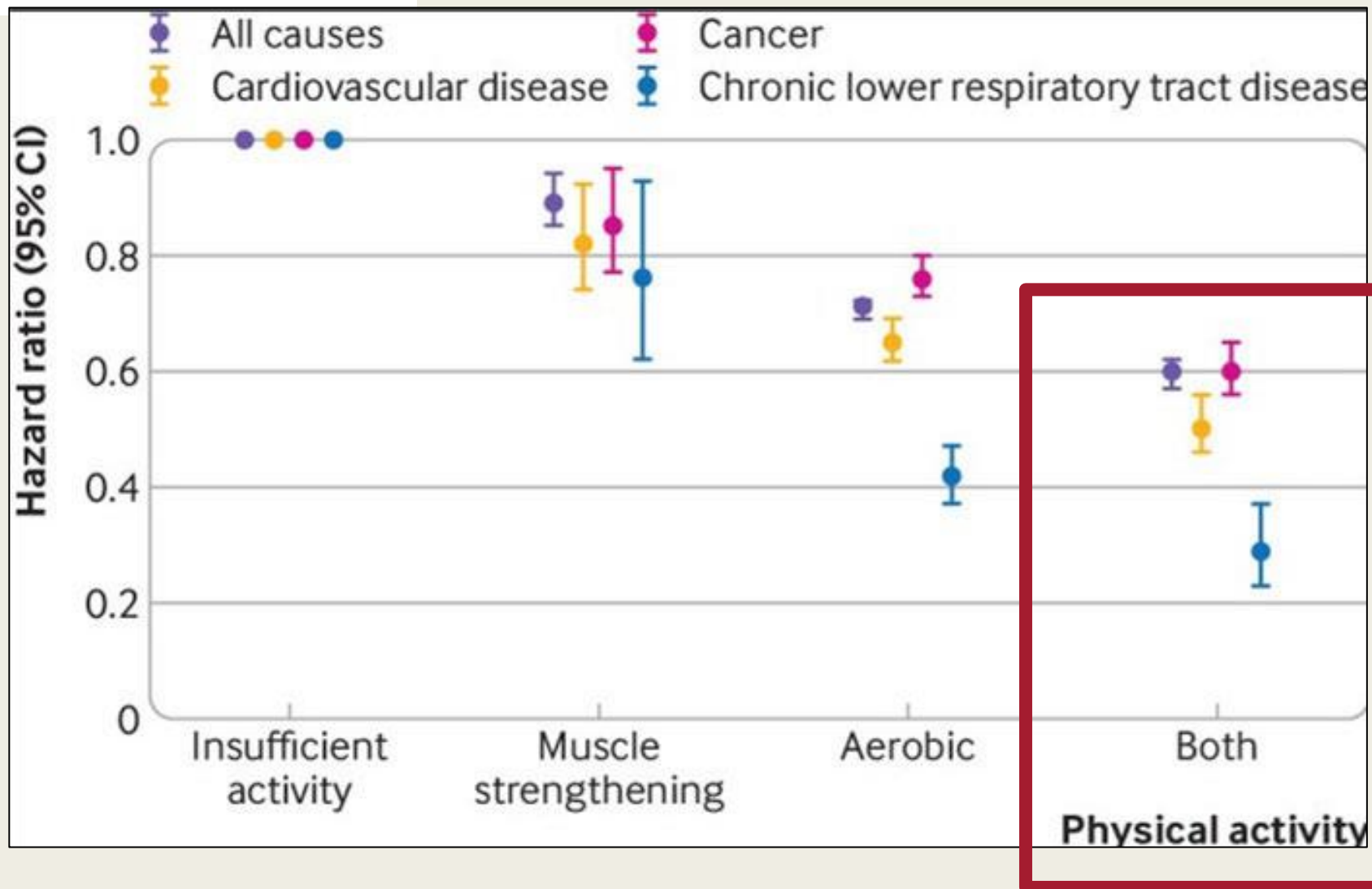
A large benefit occurs when a person moves from being inactive to being insufficiently active.



Source: Adapted from data found in Moore SC, Patel AV, Matthews CE. Leisure time physical activity of moderate to vigorous intensity and mortality: a large pooled cohort analysis. *PLoS Med.* 2012;9(11):e1001335. doi:10.1371/journal.pmed.1001335.

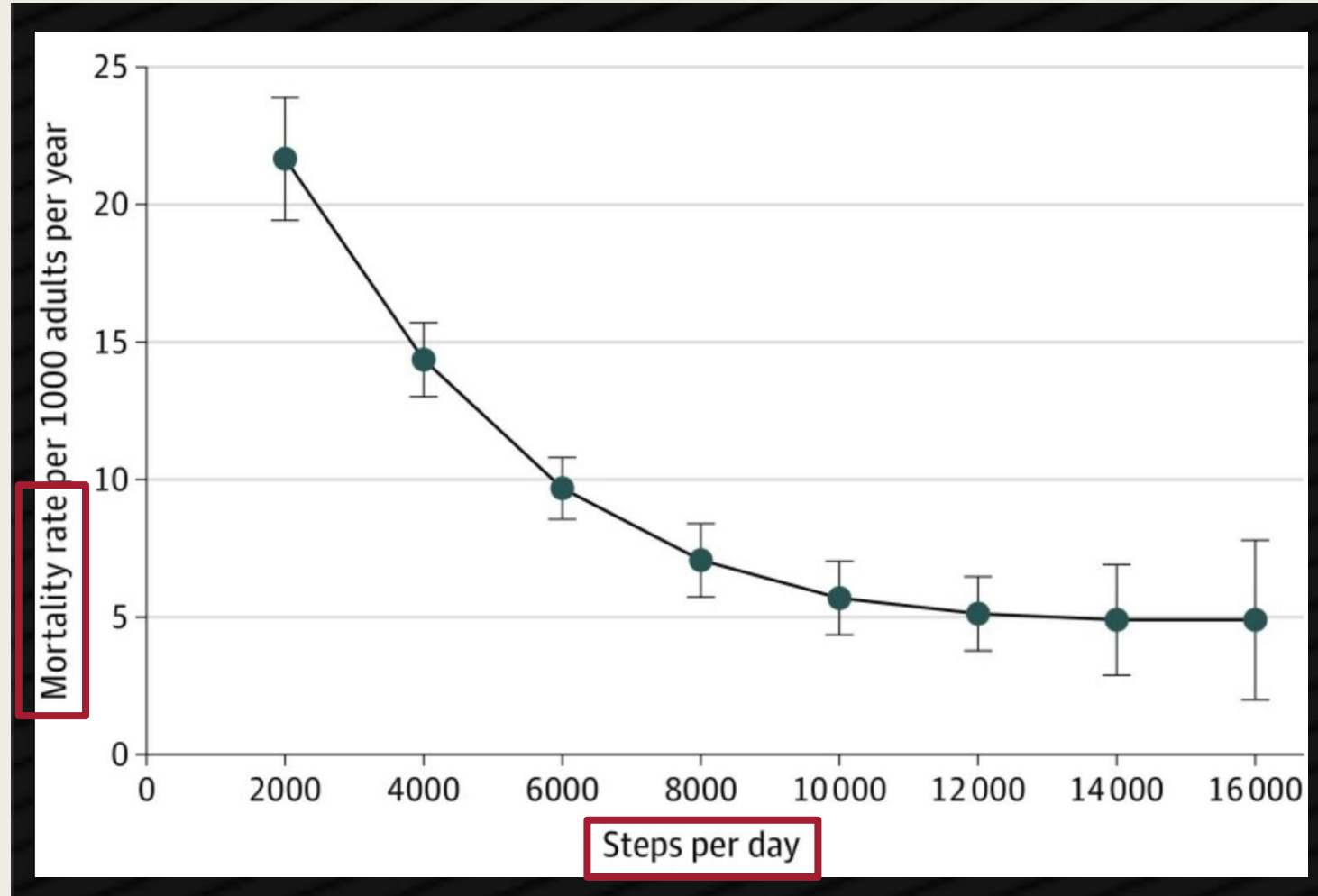
Recommended physical activity and all cause and cause specific mortality in US adults: prospective cohort study

- 479,856 U.S. adults
- Population based cohort study
- 8.75 years of follow-up
- 59,819 death records analyzed
- Self-reports of aerobic and muscle strengthening physical activity according to guidelines (150 min/wk moderate aerobic & 2x/wk muscle strengthening)
- Following physical activity guidelines associated with decreased all cause and cause specific mortality



ASSOCIATION OF DAILY STEP COUNT AND STEP INTENSITY WITH MORTALITY AMONG U.S. ADULTS

- JAMA 2020
- Cohort study
- 4,840 adults over 40 yo, mean age 56
- 36% with obesity
- Accelerometer
- Mean follow-up 10.1 years
- Greater number of daily steps was significantly associated with a lower all-cause mortality



Stress Management

■ What is stress?

- *A state of mental or emotional strain or tension resulting from adverse or very demanding circumstances. When most people report stress, they mean distress.*

■ Distress can be managed with:

- *Breathing; mind-body awareness and feedback*
- *Mindfulness*
- *Time outs/ frequent breaks/vacations*
- *Physical activity*
- *Cognitive behavioral techniques*
- *Positive psychology techniques*

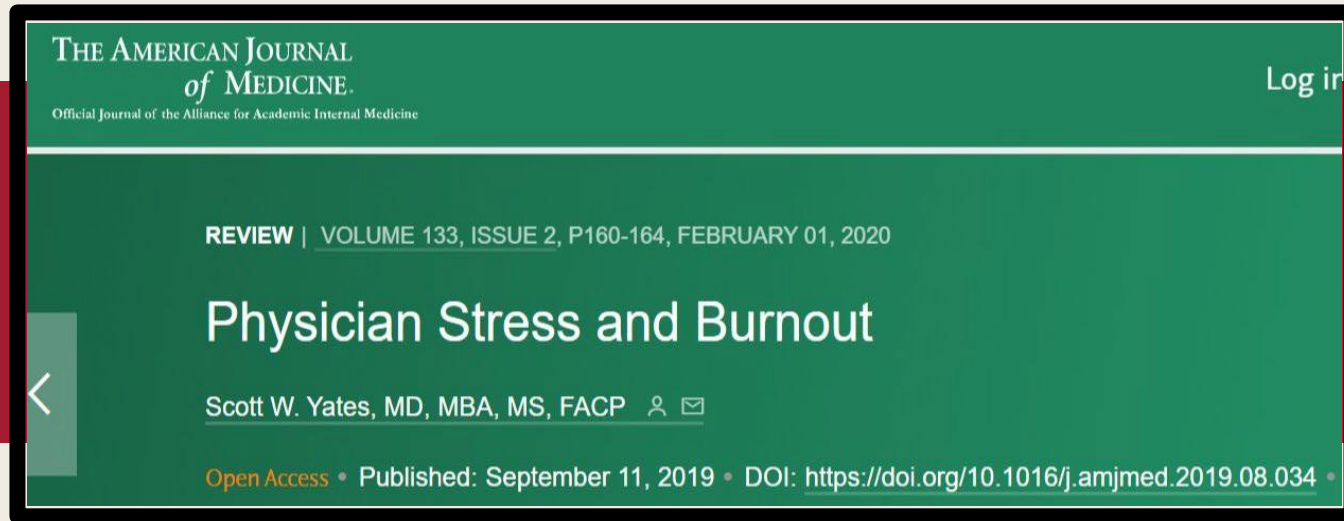
Annual Review of Public Health

Psychosocial Stressors and Telomere Length: A Current Review of the Science

Kelly E. Rentscher,¹ Judith E. Carroll,¹
and Colter Mitchell²

“Chronic exposure to multiple stressors may impact telomere biology through gradual degradation at the cellular and systemic levels.”

- Higher stress = shorter telomeres
- Worsening stress exposure = shorter telomeres
- Caregiving duration and perceived burden more consistently predicted telomere length than just status
- For people who experienced elevated levels of other forms of stress, additional work stress had a particular influence on telomere length



“Meditation has been used to combat burnout symptoms and mindfulness training may be modestly beneficial in decreasing anxiety and perceived work stress.”

Meditation and Blood Pressure: a meta-analysis of randomized clinical trials

- Meditation and Non-Transcendental Meditation
- 19 studies
- Among non-ambulatory BP measurement
 - **SBP**
 - Transcendental Meditation: decreased -5.57 mmHg
 - Non-Transcendental Meditation: decreased -5.09 mmHg
 - **DBP**
 - Transcendental Meditation: decreased -2.86 mmHg
 - Non-Transcendental Meditation: decreased -2.57 mmHg

results provided new evidence that non transcendental meditation interventions had the similar effect as the transcendental meditation interventions among non-ABPM-measured interventions. These findings have important clinical and public health implications. It has been estimated that a 3 mmHg reduction in SBP should reduce stroke mortality by 8% and CHD mortality by 5% [11,45-48]. Meditation, a noninvasive, nonpharmacological approach, may serve as an effective lifestyle modification for hypertensive patients in addition to dietary and physical activity

RESEARCH SPOTLIGHT

Meditation programs for psychological stress and well-being: a systematic review and meta-analysis.

Goyal M¹, Singh S¹, Sibinga EM², Gould NF³, Rowland-Seymour A¹, Sharma R⁴, Berger Z¹, Sleicher D³, Maron DD⁴, Shihab HM⁴, Ranasinghe PD¹, Linn S⁴, Saha S², Bass EB⁵, Haythornthwaite JA³.

Abstract

IMPORTANCE: Many people meditate to reduce psychological stress and stress-related health problems. To counsel people appropriately, clinicians need to know what the evidence says about the health benefits of meditation.

OBJECTIVE: To determine the efficacy of meditation programs in improving stress-related outcomes (anxiety, depression, stress/distress, positive mood, mental health-related quality of life, attention, substance use, eating habits, sleep, pain, and weight) in diverse adult clinical populations.

EVIDENCE REVIEW: We identified randomized clinical trials with active controls for placebo effects through November 2012 from MEDLINE, PsycINFO, EMBASE, PsycArticles, Scopus, CINAHL, AMED, the Cochrane Library, and hand searches. Two independent reviewers screened citations and extracted data. We graded the strength of evidence using 4 domains (risk of bias, precision, directness, and consistency) and determined the magnitude and direction of effect by calculating the relative difference between groups in change from baseline. When possible, we conducted meta-analyses using standardized mean differences to obtain aggregate estimates of effect size with 95% confidence intervals.

FINDINGS: After reviewing 18 753 citations, we included 47 trials with 3515 participants. Mindfulness meditation programs had moderate

Mindfulness Meditation Programs for Psychological Stress and Well-being

Moderate SOE for improvement in

- anxiety, depression, and pain

Low SOE for improvement in

- stress/distress and mental health–related quality of life

Low, no, or insufficient SOE of an effect for

- positive mood, attention, substance use, eating, sleep, and weight.

Conclusions of the Review

Meditation programs, in particular mindfulness programs, reduce multiple negative dimensions of psychological stress.

Stronger study designs are needed to determine the effects of meditation programs in improving the positive dimensions of mental health as well as stress-related behavioral outcomes.

Mindfulness Based Stress Reduction (MBSR) as a Stress Management Intervention for Healthy Individuals

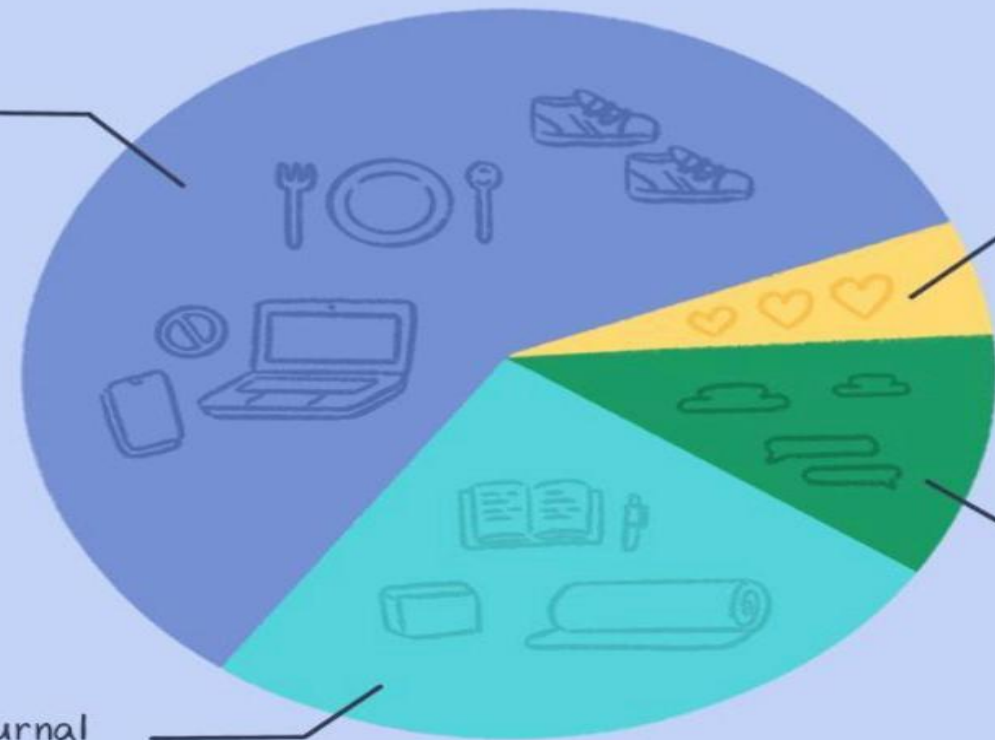
- Systematic review of 17 articles
- 16 demonstrated positive changes in psychological or physiological outcomes related to anxiety and/or stress
- Limitations- not all studies were RCT, small sample sizes, different outcomes
- Conclusions- MBSR appears to be a promising modality for stress management

60 MINUTES TO MINDFULNESS

Choose an activity per time block,
and try being fully in the present!

35 mins

- go for a walk
- savor a meal
- take a screen break



3 mins

- do breathing exercises
- write 3 things you're grateful for

7 mins

- get some fresh air
- exchange messages with a loved one

15 mins

- write in your journal
- try yoga or stretching

TIME MANAGEMENT TOOL: BIG ROCKS METHOD



Not everything urgent is important.
Prioritize to be productive, not just busy.

Eisenhower Matrix

	Urgent	Not Urgent
Important	Do: Tasks with deadlines or consequences.	Schedule: Tasks with unclear deadlines that contribute to long-term success.
Not Important	Delegate: Tasks that must get done but don't require your specific skill set.	Delete: Distractions and unnecessary tasks.

1 Do:
Urgent and Important

Examples:

- Responding to a client crisis.
- Meeting a crucial project deadline.
- Fixing a critical system error.

Tips:

- Do these first thing (eat the frog).
- Prevent distractions (put your phone on Airplane Mode or Do Not Disturb).

2 Schedule:
Important but Not Urgent

Examples:

- Planning your business strategy.
- Investing in personal development.
- Building key relationships.

Tips:

- Time-block these in your calendar.
- Only schedule it if it's truly important to you. Otherwise, say no.

3 Delegate:
Urgent but Not Important

Examples:

- Answering most emails.
- Handling routine administrative tasks.
- Plowing the snow from your driveway.

Tips:

- Identify tasks others can do 80% as well as you.
- Give clear instructions when delegating.
- Follow up, but don't micromanage.

4 Delete:
Neither Urgent Nor Important

Examples:

- Attending meetings with no clear agenda.
- Watching TV indiscriminately.
- Engaging in office gossip.

Tips:

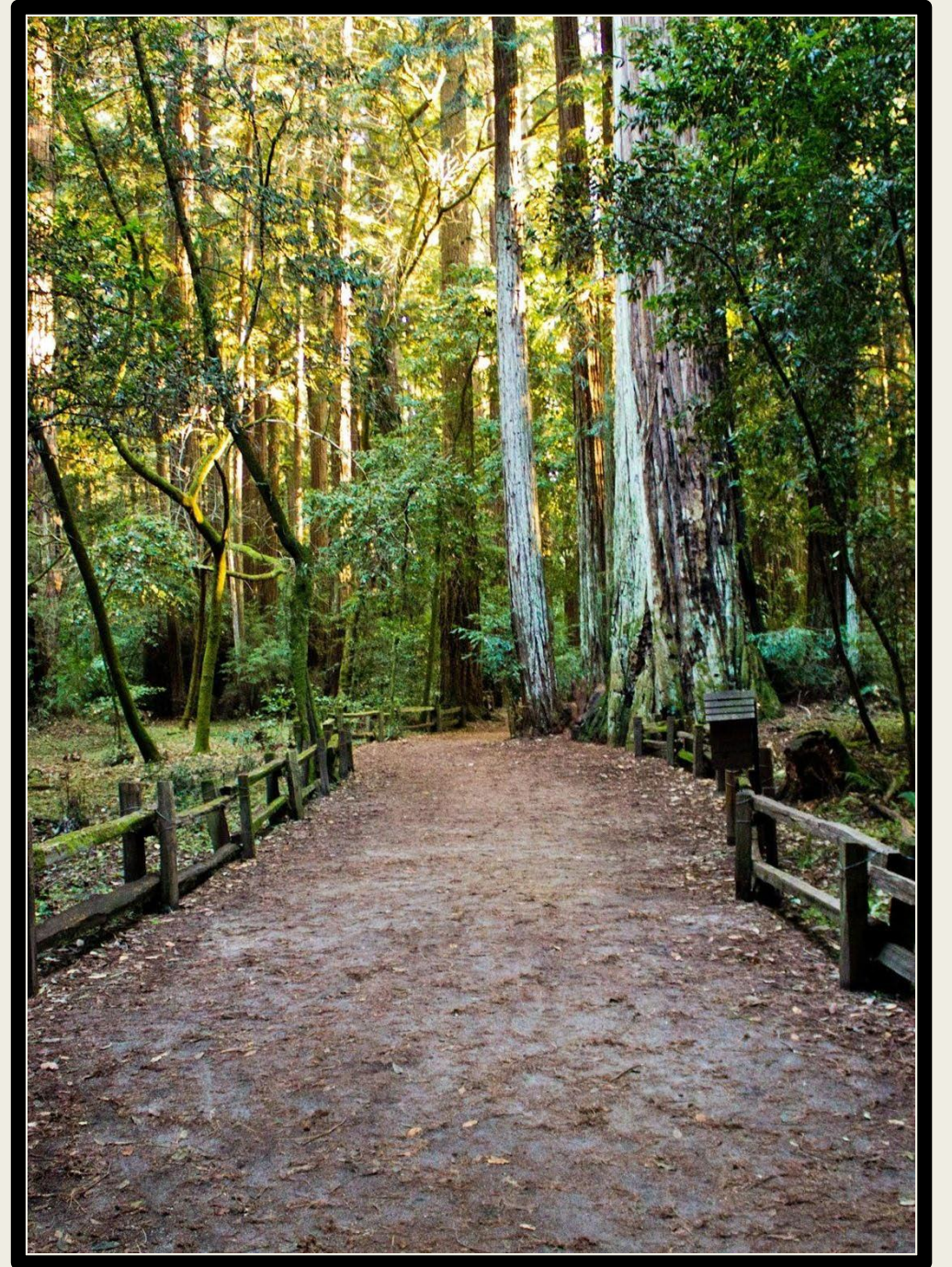
- Identify time-wasters in your day. Set limits.
- Ask yourself if it adds value to your life. If not, cut it out.

Breath Work for Stress: Turn on the Parasympathetic

- ❑ 4-7-8 breathing
- ❑ Box breathing
- ❑ Deep breathing
- ❑ Alternate nostril breathing

Other Paths to Relaxation

- Guided imagery
- Repetitive movement
physical activity
- Progressive muscle
relaxation
- Being in nature



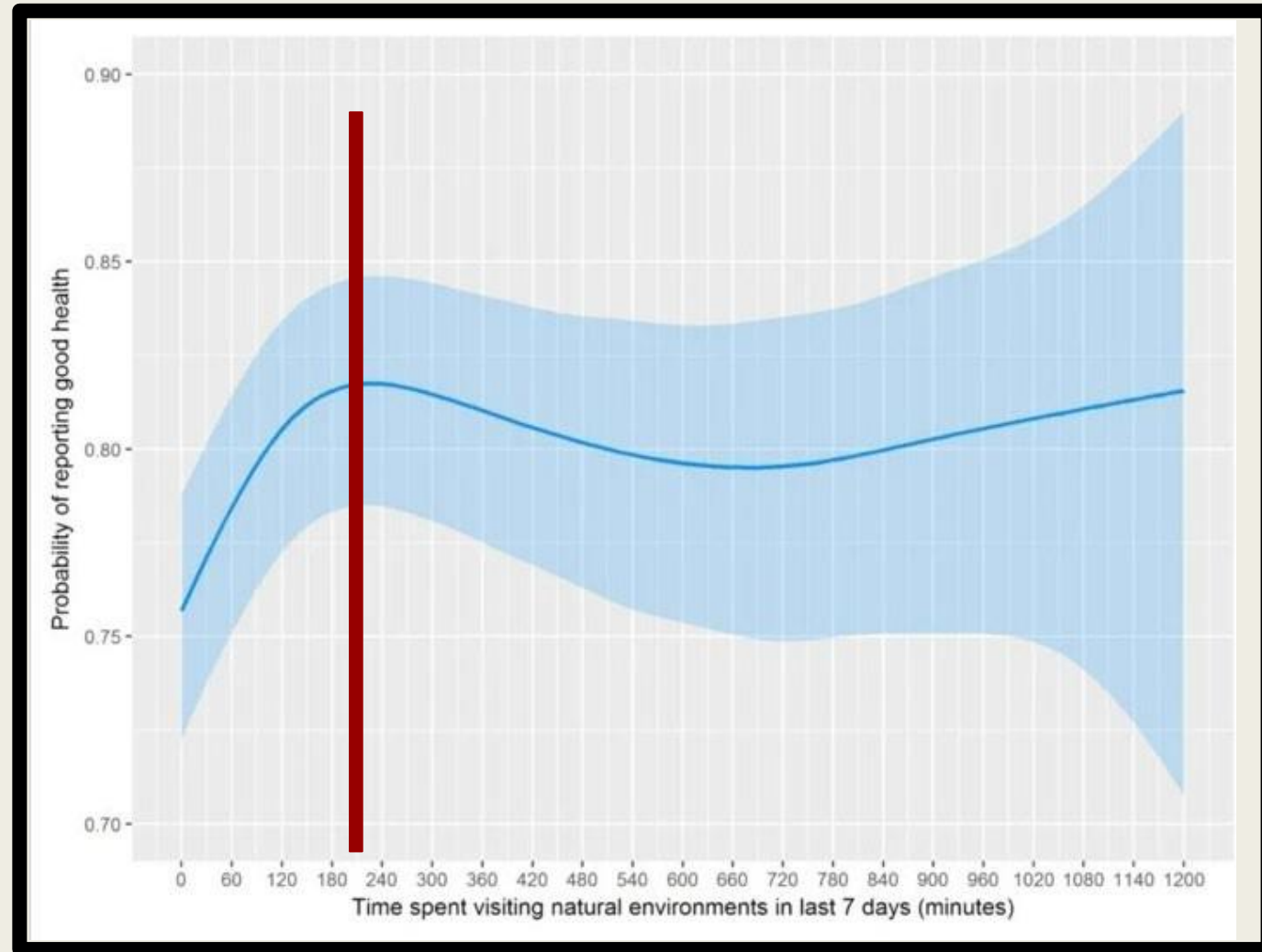
Well-Being Is Boosted When in Proximity to Nature!

- Meta-analysis of 103 observational & 40 interventional studies: increased greenspace exposure associated with decreased cortisol, diastolic blood pressure, HDL cholesterol, and improved HRV; also decreased type 2 diabetes, CVD mortality, and all cause mortality
- A single 90 min. walk in natural setting versus an urban setting: decrease in rumination (often found in persons with depression and other mental illness)
- A 16 min walk (\pm 5 min) with improved physiologic mechanisms: reductions in diastolic blood pressure, heart rate, cortisol levels



Spending at least 120 minutes a week in nature is associated with good health and wellbeing

- Likelihood of reporting good health or high well-being became significantly greater with contact ≥ 120 mins (compared to no nature contact)
- Pattern consistent across groups
 - - older adults
 - - people with chronic health conditions
- One long vs several shorter visits/week equally beneficial



Sleep

Sleep requirements vary from person to person and are believed to follow a bell-shaped curve that peaks around 8.25 hours.

The National Sleep Foundation recommends **7-9 hours** of sleep a day for most adults. It is reasonable to suspect sleep deprivation in any adult with a clinical complaint of daytime hypersomnolence who reports consistently getting less than 7 hours of sleep per night.

Nurses and other essential workers who get less than 7 hours of sleep each night have an increased the risk of burnout.

 Check for updates

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Association between sleep duration and burnout in healthcare professionals: a cross-sectional survey

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Background: Short sleep duration in healthcare professionals is a recurring concern among researchers. On the other hand, the prevalence of burnout in this population group is experiencing exponential growth. Therefore, this study aimed to explore the association between sleep duration and burnout in healthcare professionals.

Methods: This is a cross-sectional study. Data were collected by applying a non-probabilistic convenience sampling, considering a sample of 300 healthcare professionals from the public sector in Peru. The association between variables was explored using multivariate logistic regression. Values of $p < 0.05$ were considered statistically significant.

Results: The results of the analysis in the crude models revealed that both men and women who slept <7 h during workdays and days off were 8.33 (95% CI = 2.68–13.99, $p = 0.004$) and 17.18 (95% CI = 10.50–23.87, $p < 0.001$) times more likely to have burnout compared to those who reported ≥ 7 h, respectively. After adjusting for confounding variables, the association remained statistically significant.

Conclusion: The findings of this study underscore the critical importance of sleep duration in the incidence of burnout among healthcare professionals. In the context of the global challenges to the mental and physical health of these professionals, our results highlight the urgent need to implement strategies at the organizational and individual level. This includes promoting a better work-life balance, and effective stress management and improved sleep quality.

KEYWORDS

sleep duration, burnout, healthcare professionals, occupational burnout, Peru

Sleep

a) Actions and sleep environment

- 1. Use bed for sleep only
- 2. Establish regular sleep cycle for bedtime and wake time
- 3. Increase bedtime peripheral cutaneous vasodilation by hot bath
- 4. Allow air temperature to gradually warm extremities
- 5. Minimize/eliminate bedroom noise and lights
- 6. Power naps may be helpful if they're less than 30 minutes

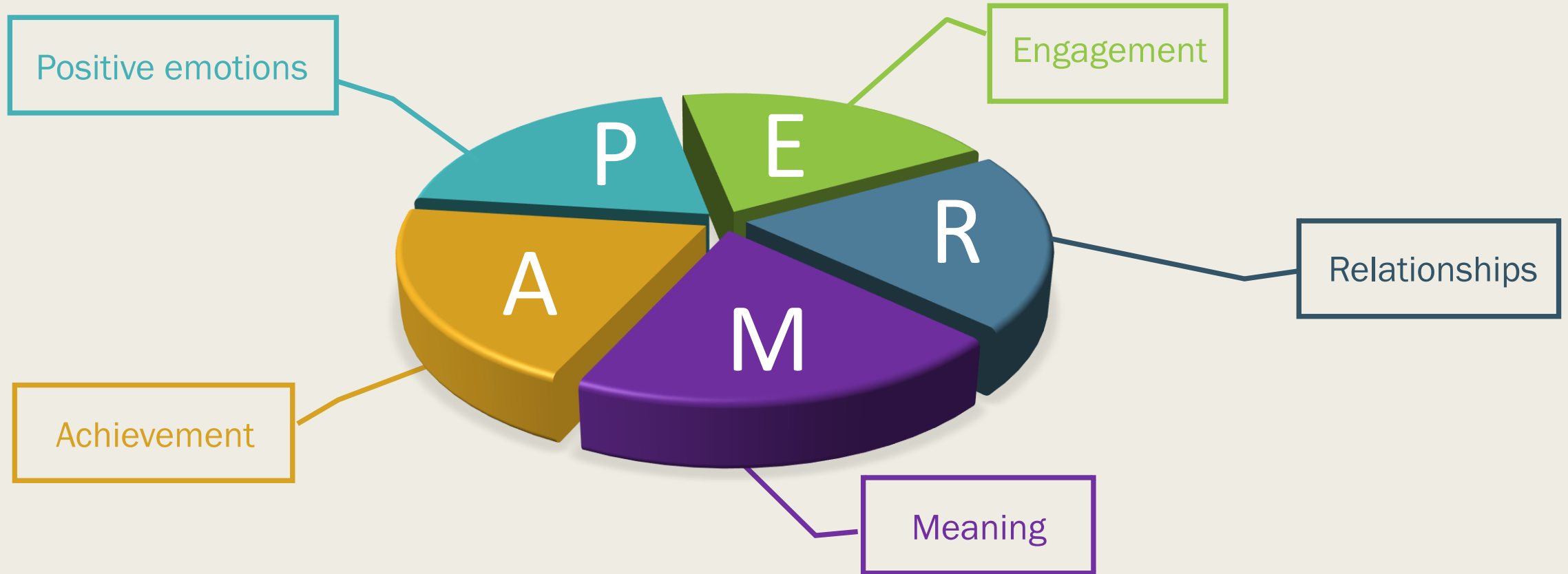
b) Light exposure

- 1. Increase daytime exposure to sunlight
- 2. Increase daytime physical activity
- 3. Decrease light at night

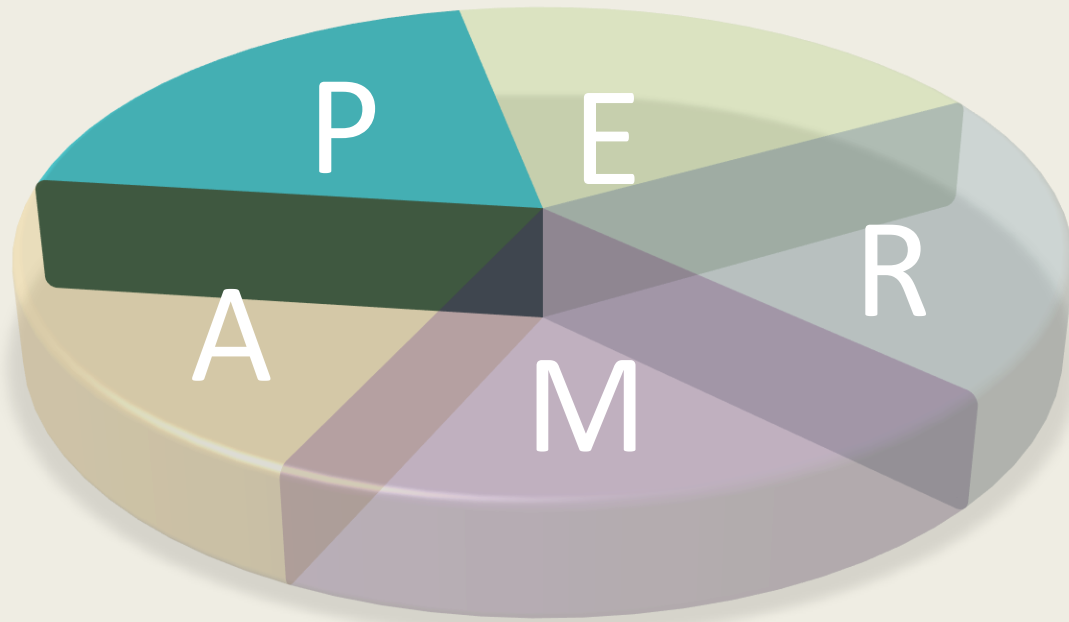
c) Dietary

- 1. Eliminate night time caffeinated beverages
- 2. Limit daytime caffeinated beverages
- 3. Avoid alcohol within 3 hours of bed
- 4. Eliminate after dinner and late-night snacking
- 5. Avoid high sodium foods, especially at dinner because it affects vascular tone and vasodilation
- 6. Assure adequate daytime fluid intake, especially late afternoon because it affects vascular tone and vasodilation
- 7. Weight reduction if BMI is elevated

Positive Psychology Framework: PERMA

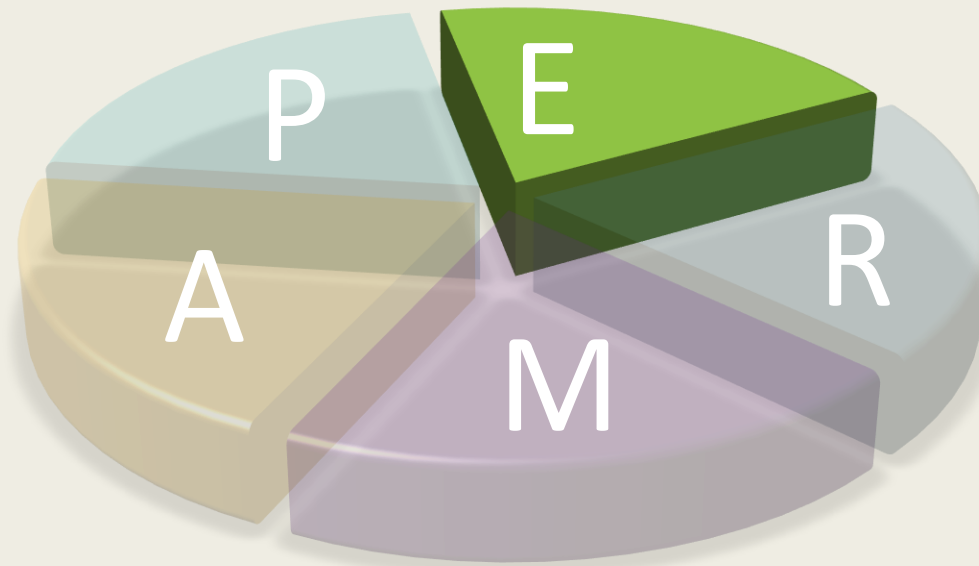


Positive Emotions



- Hope, joy, gratitude, optimism, etc.
- Can help physicians be more open-minded when diagnosing patients or creating action plans.
- Improve vagal tone, associated with greater heart rate variability and physiologic benefits of pumping up the parasympathetic nervous system

Engagement



- Increases positive neurotransmitters and hormones
- Elevates well-being and general health
- Finding engagement/flow at work is positively related to health

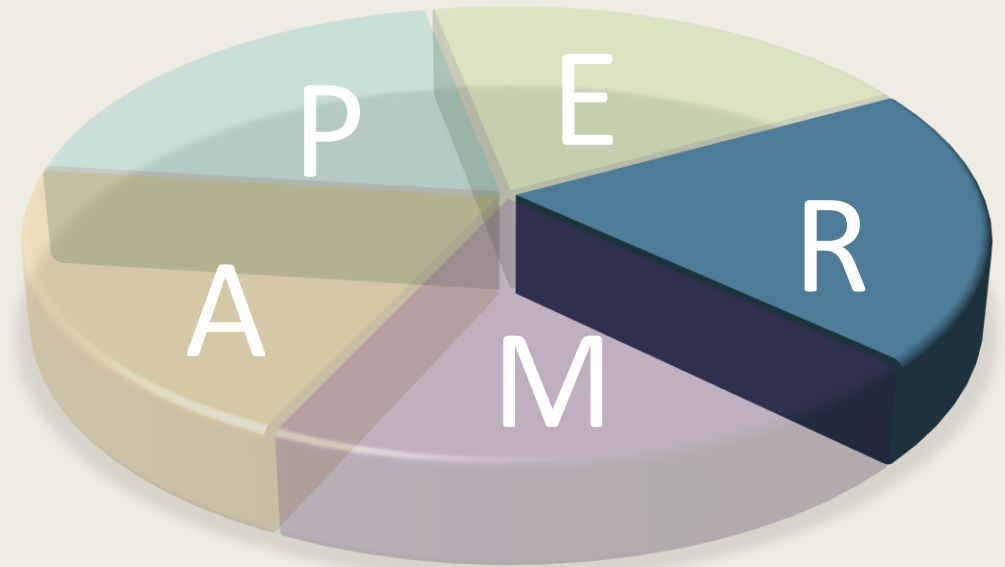
Engagement in a “flow” state means finding enjoyment in an activity so much that you become completely engrossed in what you are doing or experiencing, losing track of time.

Relationships

A longitudinal study (Harvard Adult Development Study, began in 1938 and still ongoing) found that positive social connection was the *single most important factor* associated with happiness, physical health, and longevity.

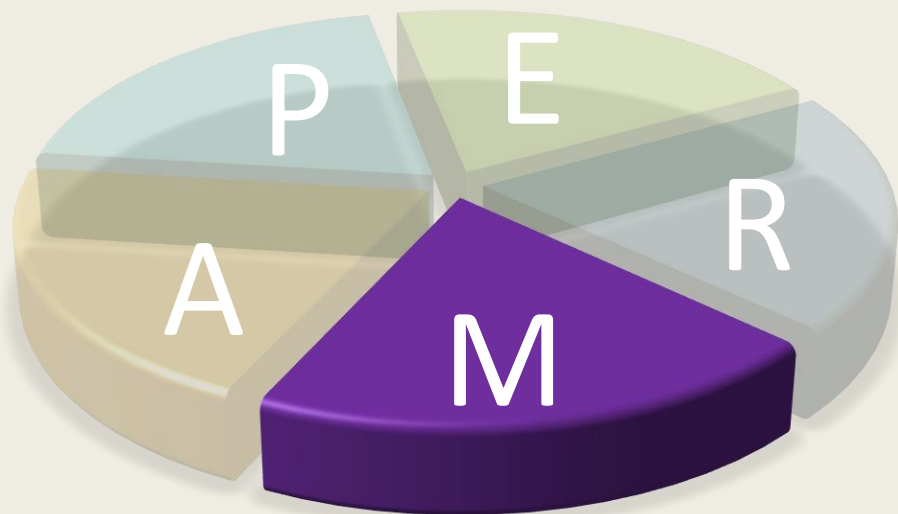
People with strong social relationships have:

- Less feelings of isolation
- More hope and optimism
- Higher self-efficacy
- Greater well-being
- More life satisfaction
- Better health outcomes
- Greater longevity



Meaning

- People are more happy at work when they find meaning in their work and outside of work.
- Meaningful activities outside of work could also contribute to work-life balance.



Meaning can promote:

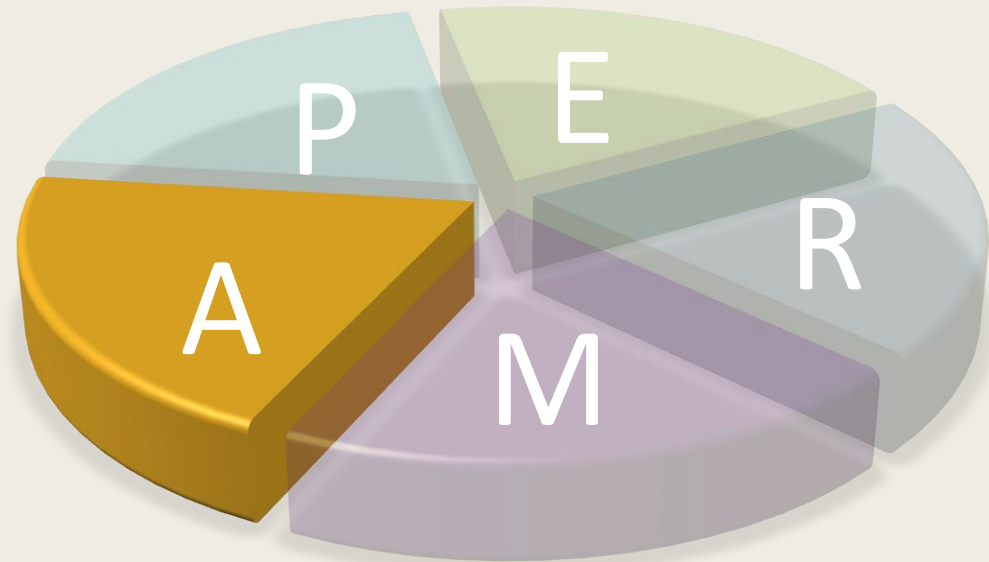
- Productivity and success at work
- Positive relationships and life fulfillment
- Positive mental health and well-being
- Lower risk of cognitive decline and disability
- Longevity

Achievement

- People possess a need to be strong and competent and strive to achieve those needs.
- Feelings of accomplishment or achievement arise when using skills and making an effort in ways that leads to successful results.

Feelings of achievement increase:

- Self-esteem
- Self-efficacy
- Self-mastery
- Resilience, especially during challenges
- Perseverance



Examples of Positive Psychology-Based Activities

- Random acts of kindness
- Focus on what's good
- Gratitude journaling, gratitude jar or gratitude connections
- Mindfulness/meditation
- Using character strengths

Health is key to a happy life! The pressures of life often cause stress, bad eating and sleep habits that result in most people suffering weight gain.

I was a victim of such a system with my weight crossing 102kgs and my BMI touching 38.

Knee problems, Hypertension and borderline diabetes and bad lipid profile followed.

I felt I was spiralling down. My photographs showed the changes over the decades and I could see the damage that time and my lifestyle had wrought on me.

With my daughter's wedding an year away, I was determined to change for the better. Losing even 5kgs looked a Herculean task with many commercially available weight losing programs.

each week made me gain confidence in my activities and I trusted his guidance more and more! At the end of 1 month, I had already lost 3kgs!

Then there was no looking back! The health gain and weight loss continued! at the end of 10 months and on the day of my daughter's wedding I weighed 79Kgs! My lipid profile had changed completely. My prediabetic status was gone! The GP was surprised and applauded my life style change. 8 months later my weight had stabilised at 82kgs with good muscle gain from weights and swimming. I was also taken off my BP medications. This is currently being reviewed every 6months! I am determined to stay on course. I have travelled widely and sometimes travel have an impact on my eating habits but I get back in a few weeks.

Sunil has helped me improve my quality of life and that is often more important than a long life in poor health.

I also sleep well- 7 to 8 hrs a day! Have taken up learning new languages - currently perfecting my French!

Have improved my singing - recorded over 700 songs with my singing groups and have continued to deliver care in the NHS with teaching, publications and an active role as part of my National Professional Board and Organisation!

Life is what we make of it!

Life style change gives you an opportunity to relive life to a better standard and a higher quality. I owe a lot of this to Sunil who has a good grasp of this very important aspect of life changing well being medicine.

Summary/Key Points

- A healthy lifestyle with six pillars:
 - Physical activity, plant-based diet, sleep, avoiding risky substance use, managing stress, and
 - PERMA (positive emotion, engagement, positive relationships, meaning and a sense of accomplishment) -- the main elements of the positive psychology approach
- ...can increase physical, mental, emotional and social well-being to combat burnout.
- Positive emotion and healthy habits have a reinforcing relationship with a resultant powerful effect.
 - Intense lifestyle change has the potential to help us go beyond resilience towards positive health and a state of “antifragility.”
 - You can build a self-care plan that harnesses all of these elements.

Sacrificing health and family for work is not an expression of loyalty. It's a sign of poor priorities.

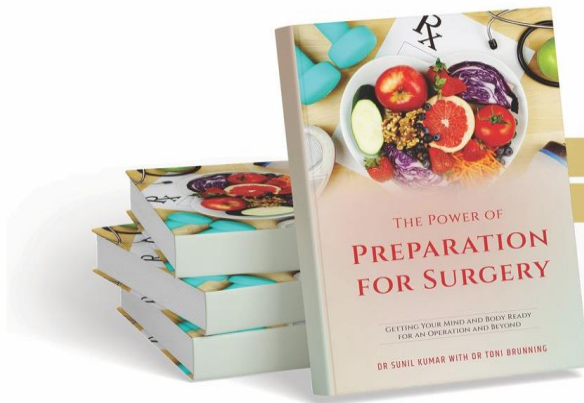
Dedication is not what you give up for your job. It's what you give to your job.

Commitment is reflected in the values people uphold and the contributions they make.

AUTHORS: DR. SUNIL KUMAR & DR. TONI BRUNNING

THE POWER OF PREPARATION FOR SURGERY

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Sunil Kumar

Thank you

