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Stress on the job

# What is stress?

- Stress is your body's response to mental or emotional pressure
- Stress is essential for survival (and for completing your thesis)
- Stress is a state of mental or emotional strain or tension resulting from adverse or demanding circumstances

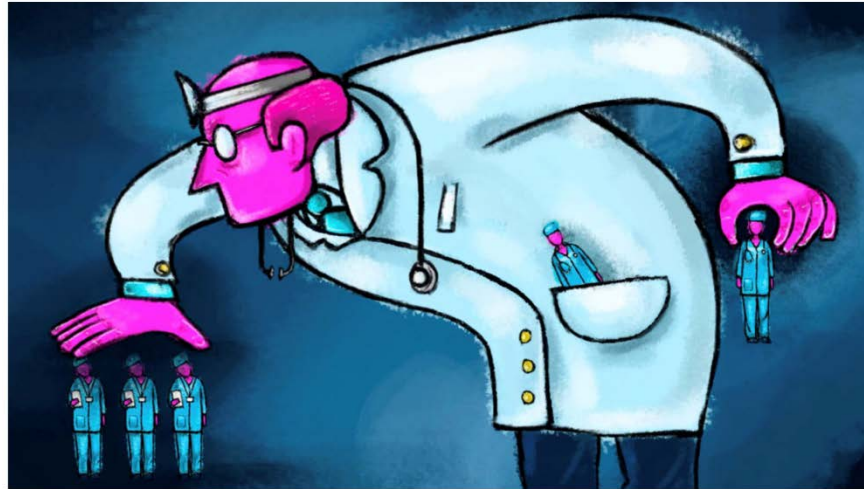
# Stress is not

- abnormal
- weakness
- unprofessionalism
- lack of passion
- unifactorial

# Stress is today

6.3.2017 Finnish Media

Young doctors experience bullying,  
humiliation, and insult in their  
working environment



Kuva: Tania Ylitalo / Yle Uutisrafiikka

# Stress is today

## HEALTH

### Burnout in the Hospital: Why Doctors Are Set Up for Stress



Getty Images

Every job can lead to burnout, but what happens when it strikes doctors, who make decisions that can affect their patients' lives?

Support The Guardian


**The Guardian**

News Opinion Sport Culture Lifestyle

The Observer

### Two-thirds of young hospital doctors under serious stress, survey reveals

Trainee anaesthetists complain of fatigue, disillusionment, 'burnout' and fears for patients' safety as pressure mounts on NHS

A photograph showing a gloved hand holding a medical device, possibly a ventilator or a similar piece of equipment, in a clinical setting.

# Stress as a process

## Stressors

- Life changes and strains
- Catastrophic events
- Acute stressors
- Daily hassles
- Chronic stressors

## Stress mediators

- Cognitive appraisal
- Predictability
- Control
- Coping resources and methods
- Social support

## Stress responses

- Physical
- Psychological
  - Emotional
  - Cognitive
  - Behavioral

# "In-hospital" stressors

- Uncertainty
- Lack of knowledge
- No control over job related decisions
- Urgent situations
- Unsuccessful clinical decisions
- Death

# Paul Kalanithi

## *When breath becomes air*

“At moments, the weight of it all became palpable. It was in the air, the stress and misery. Normally, you breathed it in, without noticing it. But some days, like a humid muggy day, it had a suffocating weight of its own. Some days, this is how it felt when I was in the hospital: trapped in an endless jungle summer, wet with sweat, the rain of tears of the families of the dying pouring down.”

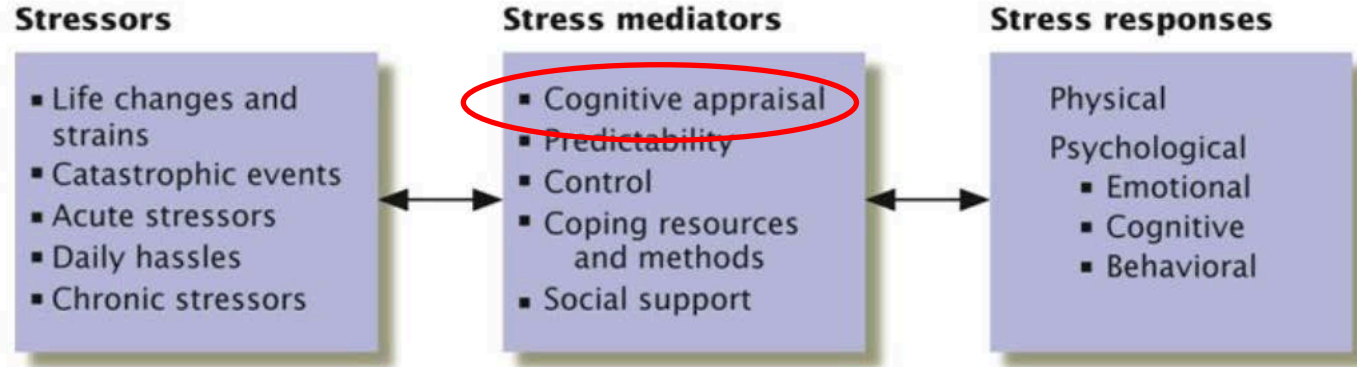
# **“Out of hospital” challenges**

- Combination of clinical work and research
- Family – work balance
- Long commutes
- Health issues
- Financial issues

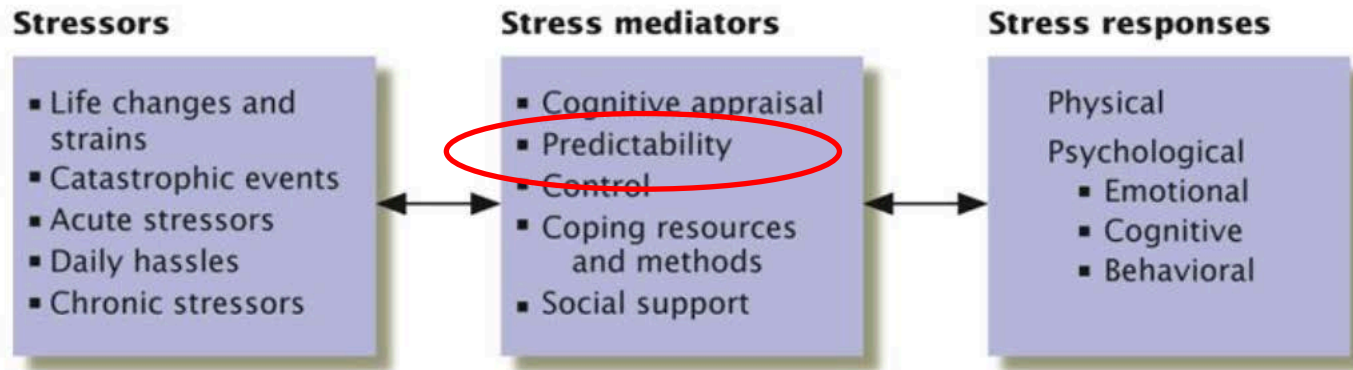
# Negative response = Surrogate and Hard endpoints

- fatigue -> burnout
- lack of joy, demotivation -> depression
- reduced physical activity -> collapse of well-being
- increase in sick leaves -> inability to work

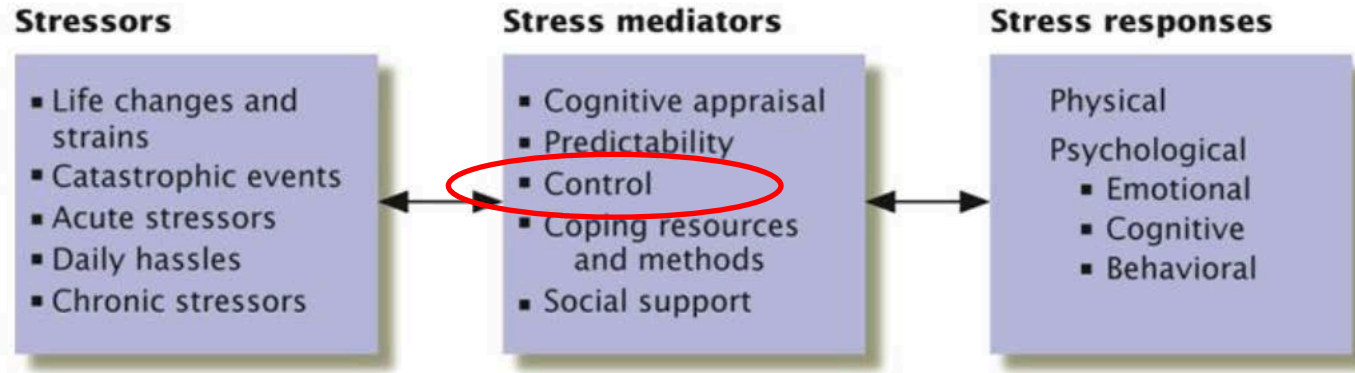
# ULTIMATE CALL TO ACTION



- SUPPORT and SHARED DECISION MAKING
- DEBRIEF for challenging cases



- PREDICTABILITY of working hours
- Professional DEVELOPMENT PLAN
- CONSISTENCY in leadership (communication)



- FLEXIBILITY to handle workload
- POSSIBILITY TO INFLUENCE work processes, methods and pace

# Always harmful?

	All-cause mortality		
	HR	95% CI	
Almost no stress in last 12 months			
Hardly any, or No perception that stress affects health	1.00	reference	
Some perception that stress affects health	0.96	0.6	1.5
Perception that stress affects health a lot	1.04	0.3	3.7
Little stress in last 12 months			
Hardly any, or No perception that stress affects health	1.00	0.9	1.1
Some perception that stress affects health	0.90	0.7	1.1
Perception that stress affects health a lot	1.10	0.3	3.5
Moderate stress in last 12 months			
Hardly any, or No perception that stress affects health	1.00	0.9	1.1
Some perception that stress affects health	1.15	1.0	1.3
Perception that stress affects health a lot	0.85	0.6	1.2
A lot of stress in last 12 months			
Hardly any, or No perception that stress affects health	0.83	0.6	1.1
Some perception that stress affects health	0.91	0.7	1.1
Perception that stress affects health a lot	1.43	1.2	1.7

*Note.* Controlling for gender, race/ethnicity, age, education level, work status, marital status, children in the household, ratio of family income to poverty threshold, metropolitan statistical area, smoking status, physical activity level, chronic condition, health insurance, usual source of care, and whether the individual took measures to reduce stress. Interpretation of significance at the 95% level was based on CI limits before rounding. The Wald test for the interaction significant ( $p < .05$ ).

HR = hazard ratio; CI = confidence interval; MSA = metropolitan statistical area.

Keller, A., Litzelman, K., Wisk, L. E., Maddox, T., Cheng, E. R., Creswell, P. D., & Witt, W. P. (2012). Does the perception that stress affects health matter? The association with health and mortality. *Health Psychology, 31*(5), 677.

# Attitude...



makes all the difference!

