

EVMS EM JC CRITICAL REVIEW FORM

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Citation:

Jacobson, N., Westein, R., Nordstrom, R., & Pilarski, A. (2022). #WhyIDolt: A multidisciplinary wellness initiative in an Academic Emergency Department. *Western Journal of Emergency Medicine*, 23(5), 693–697. <https://doi.org/10.5811/westjem.2022.4.55813>

Background:

Emergency medicine is no stranger to the burnout phenomenon. Negative impacts of shiftwork, an increasingly litigious society, patient and colleague dissatisfaction, and intensity of work are a few of the factors contributing to ED healthcare professionals' burnout. Burnout is negatively correlated with several facets of patient care, including quality, satisfaction, efficiency, and accuracy. Different "burnout mitigation techniques" have been studied in efforts to improve ED healthcare professionals wellness and patient care.

Study Objectives:

To identify workplace motivators of ED healthcare professionals in order to more effectively target them in future workplace initiatives aimed at improving wellness.

Study Methodology:

This qualitative, observational study followed the email-based responses of ED healthcare professionals regarding what motivates them at work. The study took place over the month of February for 3 consecutive years at a Level I, academic, trauma center. 149 responses were obtained in this time. Participants were encouraged to volunteer at work huddles and meetings, but it was purely voluntary. Participants could submit as many responses as they wanted.

What were the results:

Over the course of 3 iterations of the initiative, 149 responses were collected. Responses were divided into 3 categories (patient-centered, reward-centered, and team-centered). The majority of responses were team-centered. Of the three, reward-centered responses were the least common, but only with a difference of 1 response compared to patient-centered.

Applicability to my patient care:

Being aware of and act on workplace motivators that can help reduce workplace burnout. I imagine most people are drive to some degree by each of the three categories of the identified motivators (reward-centered, patient-centered, and team-centered) and being aware of these can help you to focus in on the parts of the job that keep you going. Team-based and reward-based motivators can be addressed simply through words of affirmation and getting to know your team. If someone is primarily patient-centered, this can be harder to control sometimes, as patients' emotional responses and also sometimes, medical courses are less predictable. So while workplace motivators are important to identify and optimize, there is much more that goes into wellness to prevent burnout.

Strengths:

I love the subject of the study and I think that studying what contributes to burnout and tools to help prevent burnout is important and resonates with many of us.

Weaknesses/Bias:

An email-based study lends itself to voluntary response bias. The study relied on the convenience of obtaining these responses and only conducted it over the course of the month of

February each year. Collecting responses during a certain time of year can skew what people perceive as their motivators given fluctuations in patient volumes, major/current events, and so on. There may also be some reporting bias in participants being likely to admit that they have a certain motivator. I anticipate that participants would be less likely to say that they have a reward-centered motivator.

My Bottom Line:

Reviewing this article was interesting and certainly gives the opportunity to pause and reflect on what motivates me. I'll admit that I get a certain rush from having a critical patient that does well or getting to work alongside a coresident during a code or learning something new from an attending. Those are the things that put pep in my step at work. Sharing #WhyIDoit with your colleagues invites them to know you better and work more cohesively together.