

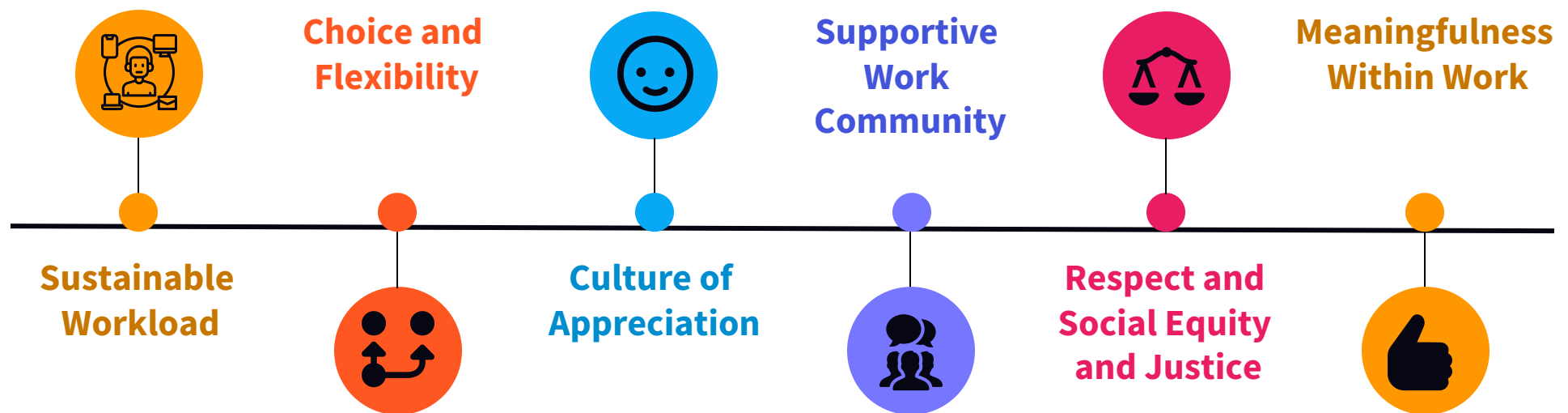
Drivers of Well-Being and Burnout in Anesthesiology Residents

Authors: M Tan, JA Naegle, CK Boscardin, DP Chang, JM Chang, KR Sullivan, JL Sinskkey (University of California San Francisco)

Anesthesiologists and residents alike self-report burnout. Wellness initiatives tend to focus on the individual rather than a **systems approach**.

Interventions to increase resilience without addressing systems issues can breed resentment, resistance, and worsening burnout.

Areas of Worklife (AW) Model



EXPLORING BURNOUT

Semistructured peer interviews were conducted with senior residents:

Personal Well-Being Perspective

Challenges/Improvements to Elements of the AW Model

Questions about the Current State

CHALLENGES TO WELL-BEING



Work Overload



Lack of Control



Insufficient Rewards



Community Breakdown

RECOMMENDATIONS



Social Support from Peers



Social Support from Mentors



Building Resilience through Professional Identity Formation



Autonomy and Affirmation

The AW Model reinforces a holistic approach and provides a framework to identify improvement strategies