

BURNOUT SYNDROME: AN LITERATURE REVIEW ABOUT THE BURNOUT IN DOCTORS AND MEDICINE STUDENTS

DANIEL DE MELO LAMEU ASEVEDO¹, EVARISTO NUNES DE MAGALHÃES², GABRIEL REZENDE NEIVA^{1*}

1. Undergraduate of Medicine – Faculty of Minas BH - FAMINAS BH; 2. Professor, PhD in Health Sciences - Federal University of Minas Gerais.

* Cristóvão Colombo Avenue, 157, Bairro Funcionários, Belo Horizonte, Minas Gerais, Brazil. ZIP CODE: 30140-140
gabriel.iva@gmail.com

Received: 05/19/2016; Accepted: 06/13/2016

ABSTRACT

Burnout Syndrome is a psychological disease that may involve professionals that have constant contact with other human beings. It's a very common syndrome in health and education professionals, inducing mood variation and demotivation. The persons that presents this syndrome are in a exhaustion state about their professional lives, failing to invest on theirs work and affective relationship that results from it. This article is a literature review with the purpose to analyze the incident of Burnout Syndrome in professionals and the impacts arising from this in their professional and personal lives.

KEYWORDS: Burnout, Depression, Suicide

1. INTRODUCTION

Burnout Syndrome, also known as Professional Burnout Syndrome is an emotional/ psychological dysfunction resulting from stress in jobs that involve direct contact with others persons¹.

The purpose of this article is to explain briefly, through a literature review and statistical data, the presence of risk factors in the workplace and the damage caused by the syndrome at work and individual staff. Moreover, it will be discussed how to prevent and monitoring changes in health professional, in order to minimize the appearance of symptoms of the syndrome and to establish an adaptation of the subject in the workplace.

2. MATERIAL AND METHODS

To structure this study, we carried out a literature review of scientific literature, available in SciELO databases, Lilas, MedPub and Medline.

For the article development were used literary sources that defined the syndrome and arguing about the occurrence of Burnout in medical students and doctors.

The terms used for the research were: burnout syndrome, risk factor, depressive disorder, psychosomatic disorder, stress, work, suicide, medical students.

3. LITERATURE REVIEW

Health professionals, particularly those in palliative care, often deal with pain and death, often overlapping these situations to their own problems¹. These professional requirements are responsible for an accumulation of stressful situations, which combined with individual, relational and organizational factors may lead to the development of burnout syndrome¹.

According to the theoretical model of Maslach (1982)², the burnout syndrome is a process in which the emotional exhaustion is the precursor size of the syndrome, followed by depersonalisation and finally the feeling of reduced personal accomplishment at work. The term burnout, of English origin, is used to name a syndrome characterized by excessive and prolonged stress in the workplace, also known as professional burnout.

The earliest records of burnout syndrome was carried out in the 70s by Freudenberg to observe the volunteers who worked, wear on mood and motivation. In 1976, the term was used to define cases of burnout³. Maslach (1982)² described the burnout syndrome as a disease that affects, more often, people who work in direct contact and continue with other human beings. To Codo & Vasques-Menezes (1999)⁴, burnout consisted of the withdrawal syndrome, because in this situation the individual ceases to invest in work and in personal relationships arising from his.

The two areas that have the highest cases of occupational affected by burnout syndrome are health and education. Teachers, doctors and nurses are the most affected by the syndrome due to the continuous and direct contact with other people associated with constant charging for the work, is the head of the company or the individual. In the medical field it can be proven by professional suicide rates that exceed the general population⁵.

Simon & Lumry (1968)⁶ described a few reasons why doctors commit suicide and among them are the denial of psychological stress of professional and personal nature, the difficulty to seek help in matters related to the emotional and psychological and frustration with the profession. According to Simon & Lumry (1968)⁶, doctors are generally individualistic, competitive and compulsive and can be easily frustrated in his ambition for recognition. These factors can be enough to trigger the professional burnout on the individual, or burnout, causing cases of anxiety and depression. In some cases there is prejudice, by the individual or family and friends, with psychiatry, which prevents him from seeking professional help. In this case, the individual ends up resorting to the use of illicit drugs, alcohol and, in more severe cases, suicide⁵.

Weckstein (1979)⁷, when writing about suicide among physicians, says that the main factors are the loss of omnipotence and omniscience designed for training and professional experience, coupled with constant collection, either by the individual or by others, and the fear of failure. In 1991 the British Medical Journal (1991)⁸ made a brief analysis of physician stress and among the factors cited were the high workload and work pattern. It was presented by Waring (1979)⁹ on a literature review on medical stress and professional burnout enrolled or not suicide, that the main factors were the family psychiatric history, life experience and personality of the individual. It can be concluded from the review by Waring (1979)⁹ that some people are more vulnerable to enter into a state of fatigue and depression stress account and working conditions.

One way to try to reduce cases of burnout and suicide among physicians and medical students is to prepare the student front of the actual conditions of their future work, not encourage you to use omnipotent idealizations to face situations difficult to control during his professional life¹⁰. You for doctors in exercise, it is important to raise awareness of its limitations and weaknesses, and report on professional help in situations where the individual can not cope alone. Our class must become more sensitive to the existence of this problem and better able to recognize the "request for help" from a colleague and himself, without, however, failing to look after the interests of the public¹⁰.

4. CONCLUSION

Burnout Syndrome is a serious disease that affects many professionals, most often comes quietly, without drawing attention of those around. Very common in health professionals, as in doctors, for example, is a disease associated with over-charging, either by the individual himself or others, beyond expectation break with the profession.

During medical school, or even before entering college, the student creates an image of the profession that is being broken gradually over the years of operation. The image of irreproachable medical, powerful, immune to failure, that is, almost a being in a state of perfection, is demystified on the day. Out of college students are faced with situations of lack of recognition, competitiveness and errors. This is where the individual finds himself helpless realizing that all that idealization of the self professional breaks every day.

Faced with these conflicts, dissatisfaction with the profession and their own performance ends triggering the professional burnout, which can be accompanied by pictures of depression, anxiety and seclusion. It is not uncommon cases where individuals use this situation as an "escape valve", licit and illicit drugs or has self-destructive behavior and may develop in severe cases, to suicide.

A more realistic preparation is required of medical students for their future careers, dispelling all kinds of idealization that the young student has on his profession. Universities should expose the student to the truth about the day to day work and, especially, show that the doctor is not a demigod, but a human error-prone and weaknesses like any other.

Moreover, to adapt to this reality, it is essential entry increasingly early student in the medical environment, through internships in hospitals and units Basic Health. The internship is a unique opportunity that combines academic knowledge with the living experience desktop, providing for the learner greater ability to deal with adversity the stressful day to day medical environment.

Among the active professionals, the ideal is to highlight the importance of medical care in cases of fatigue, as well as improving working conditions.

REFERENCES

- [1] Souza LMC. Síndrome de burnout em profissionais de saúde. 1º Curso de mestrado em cuidados paliativos. Faculdade de Medicina da Universidade de porto, 2011.
- [2] Cooper CL. Theories Of Organization Stress. 1st edition. New York. Oxford University Press, 2000.
- [3] Carlotto MS, Palazzo LS. Síndrome de burnout e fatores associados: Um estudo epidemiológico com professores [Factors associated with burnout's syndrome: An epidemiological study of teachers]. Cad Saúde Pública. 2006; 22:1017-26.

- [4] Codo WSL, Vasques-Menezes, I. Saúde mental e trabalho. In J. E. Zanelli, J. E. Borges-Andrade & A. V. B Bastos, *Psicologia, Organizações e Trabalho no Brasil* (pp. 276-299). Porto Alegre: Artmed
- [5] Tomazela N, Grolla PP. Síndrome de burnout. 5º Simposio de Ensino de Graduação, Universidade Metodista de Piracicaba.
- [6] Simon W, Lumry GK. Suicide among physician-patient. *J Nerv Ment Dis* 1968; 147(2):105-12
- [7] Wekstein L. *Handbook of suicidology*. New York, Brunel/Magel, 1979.
- [8] *British Medical Journal*. Ministerial group reports on juniors' hours. *Br Med J*. 1991; 302: 8-9.
- [9] Waring E. Psychiatric illness in physicians: a review. *Compr Psychiatry*. 1974; 15: 515-30.
- [10] Meleiro AMAS. Suicídio entre médicos e estudantes de medicina. *Rev. Assoc. Med. Bras., São Paulo*, v. 44, n. 2, p. 135-140, June 1998. Available from <http://www.scielo.br/scielo.php?script=sci_art-text&pid=S0104-42301998000200012&lng=en&nrm=iso>. access on 18 May 2016. <http://dx.doi.org/10.1590/S0104-42301998000200012>.
- [11] Trigo TR, Teng CT, Hallak JEC. Síndrome de burnout ou estafa profissional e os transtornos psiquiátricos. *Revista de Psiquiatria Clínica*. 2007; 34(5):223-33.