

# FROM BURNOUT TO

*RESUSCITATING THE HUMAN SIDE*  
**BREAKTHROUGH:**  
*OF STAFFING*



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# 4 DECADES OF DISASTERS led

*But The Biggest Disaster Was Me....*  
**me to this stage**

**WHAT IF YOUR  
BIGGEST  
PROFESSIONAL  
CHALLENGE  
WASN'T AT  
WORK...**



CODE  
BLUE

phase i:

*Diagnosing The Root Cause  
of The Burnout Epidemic*

CODE BLUE

# Burnout Isn't A Character Flaw

*It's A Systemic Failure*





**50%**

**Physicians Report Burnout**

**\$40 B**

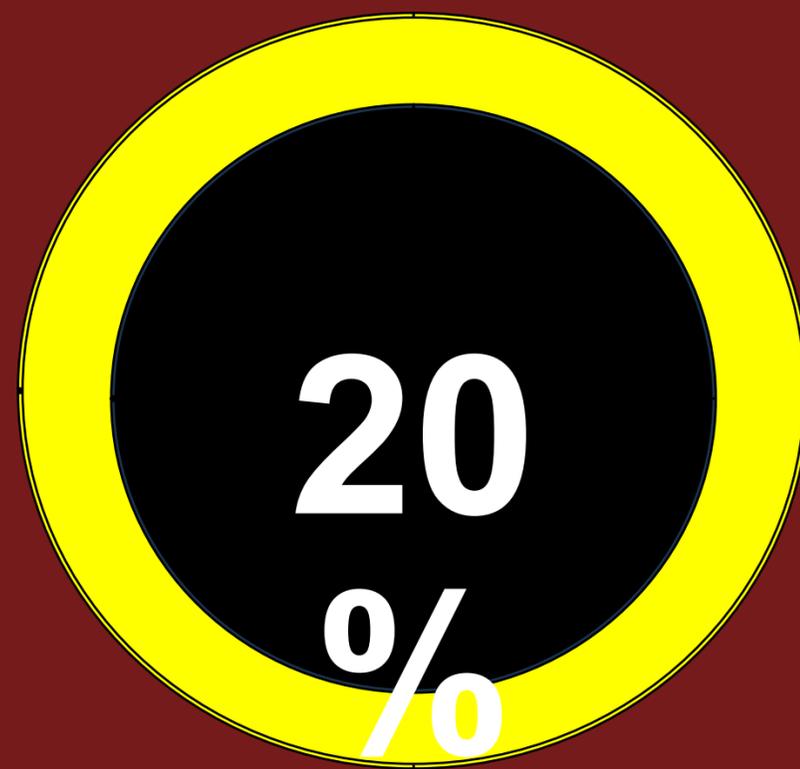
**Direct + Indirect Costs**

**Burnout  
financial  
crisis.**

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# The human cost of the staffing crisis



Intend to leave medicine within 2 years





**Wellness**

**perks fix**

**burnout as**

**well as insulin**



phase 2:  
*Rebooting The Human*  
**RESUSCITATION**  
*Operating System*



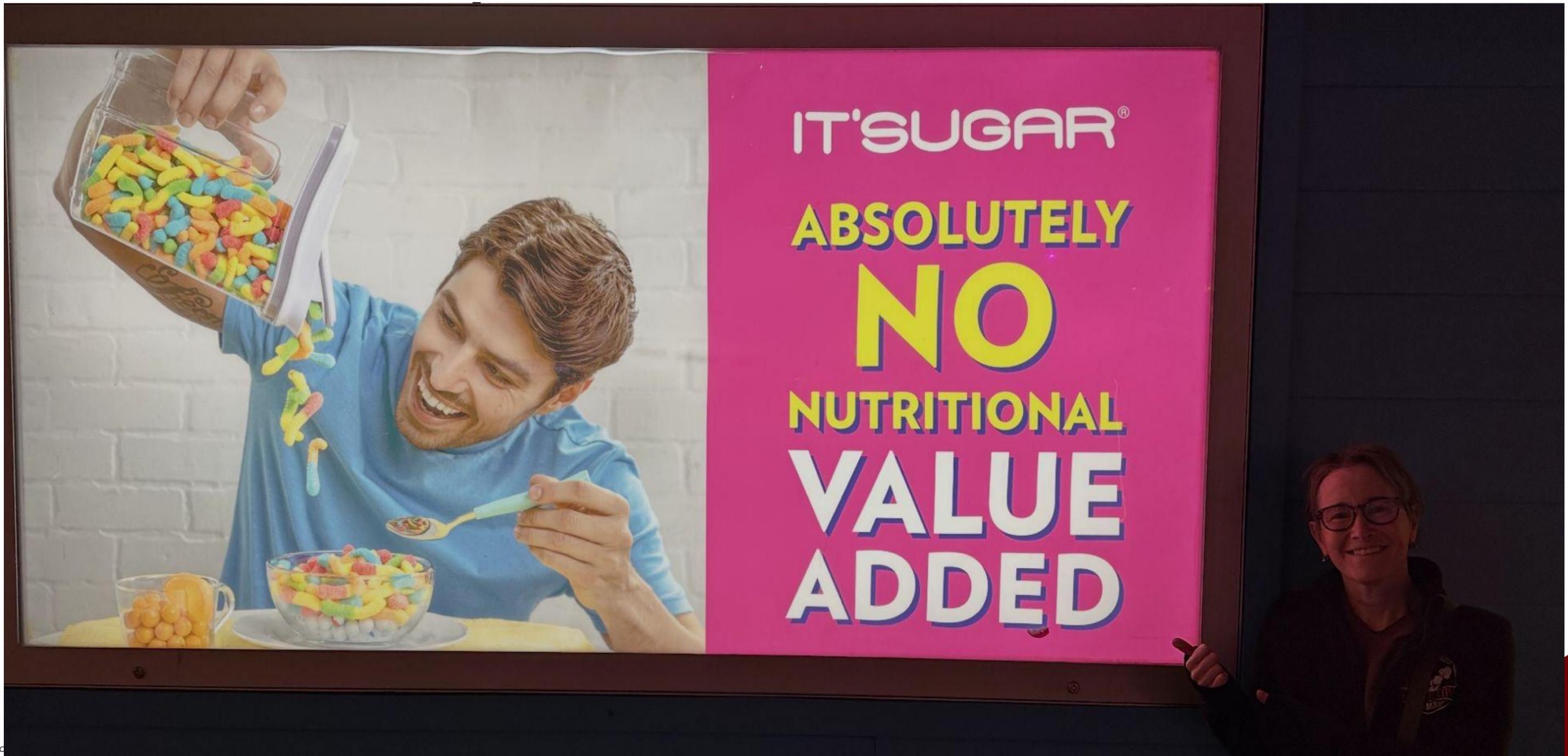
# Cognitive

*The Solution Isn't Better Perks;*  
**It's Stronger Physiology**  
**Cardioversion**

# Stress reshapes physiology:



## This isn't weakness—it's



**the  
physiology  
of purpose**



**Reframe**

**“patchwork” into**

*Temporary Fixes Create Permanent*

**“partnership”**  
*Problems*

***Build Systems, Not Stopgaps***



# The roi of getting it

*Ignoring Physiology Burns People & Cash*

*Investing In **Physiology** Saves Both*  
**right**



- **Performance Improves**
- **Costs Decrease**
- **Retention Stabilizes**



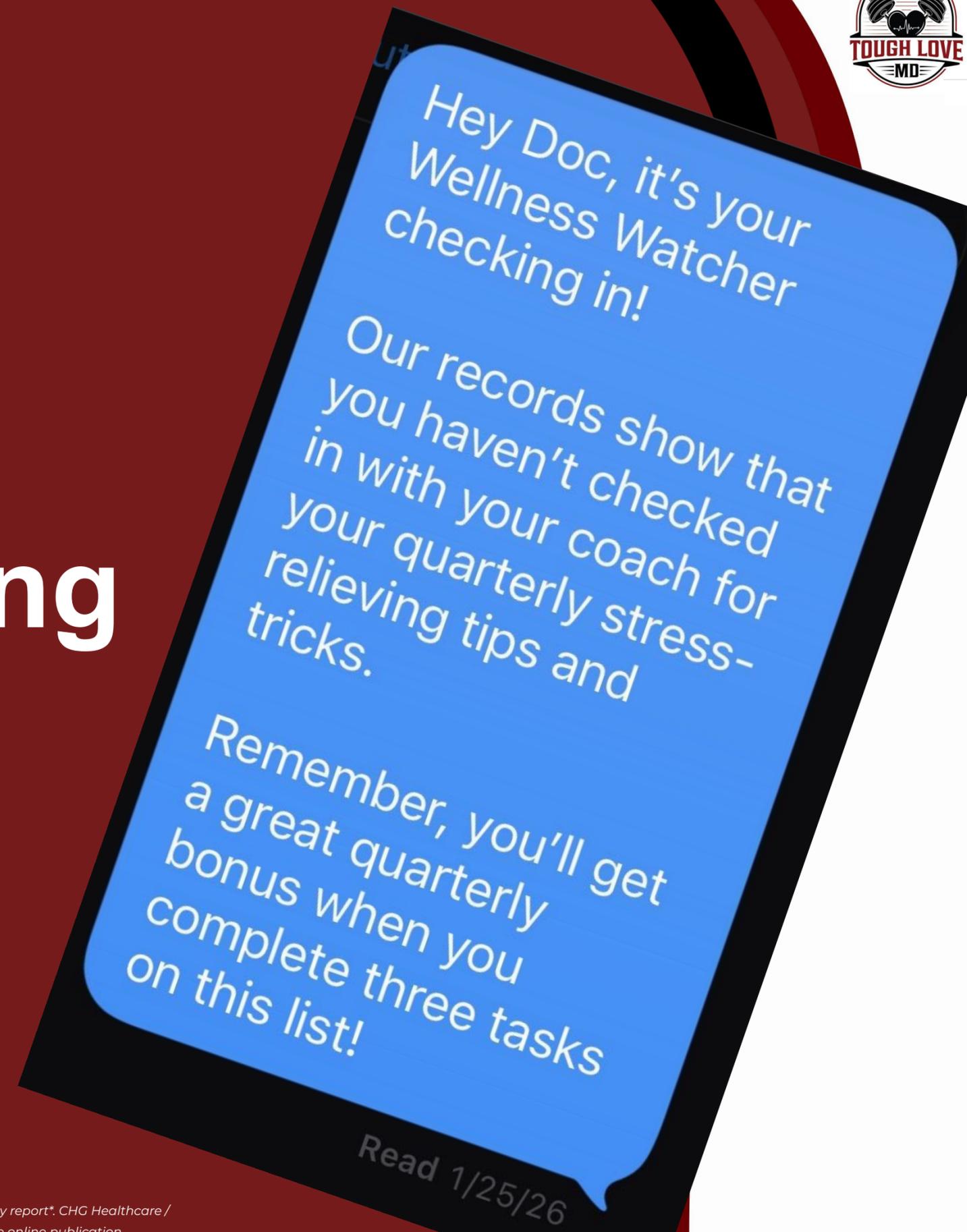
# phase 3: SYSTEMIC *Rebuilding the Future of Staffing* Recovery



# Wellness Perks Patch Symptoms

# Physiology First Staffing

**Fixes Systems** 81% of docs report  
little/no burnout



# For different outcomes, change the inputs



**This Week**



**This Month**



**Continuous**

**People don't just  
burn out because  
they care too  
much**

**they burn out  
because they stop**



# meaning as medicine

**Purpose Is A Biological Buffer**

**Change Your Physiology**

**Reboot Your "Why"**

“

***“The Purpose  
of Life is a  
Life of  
Purpose”***  
-Robert Byrne

”

# THANK YOU!



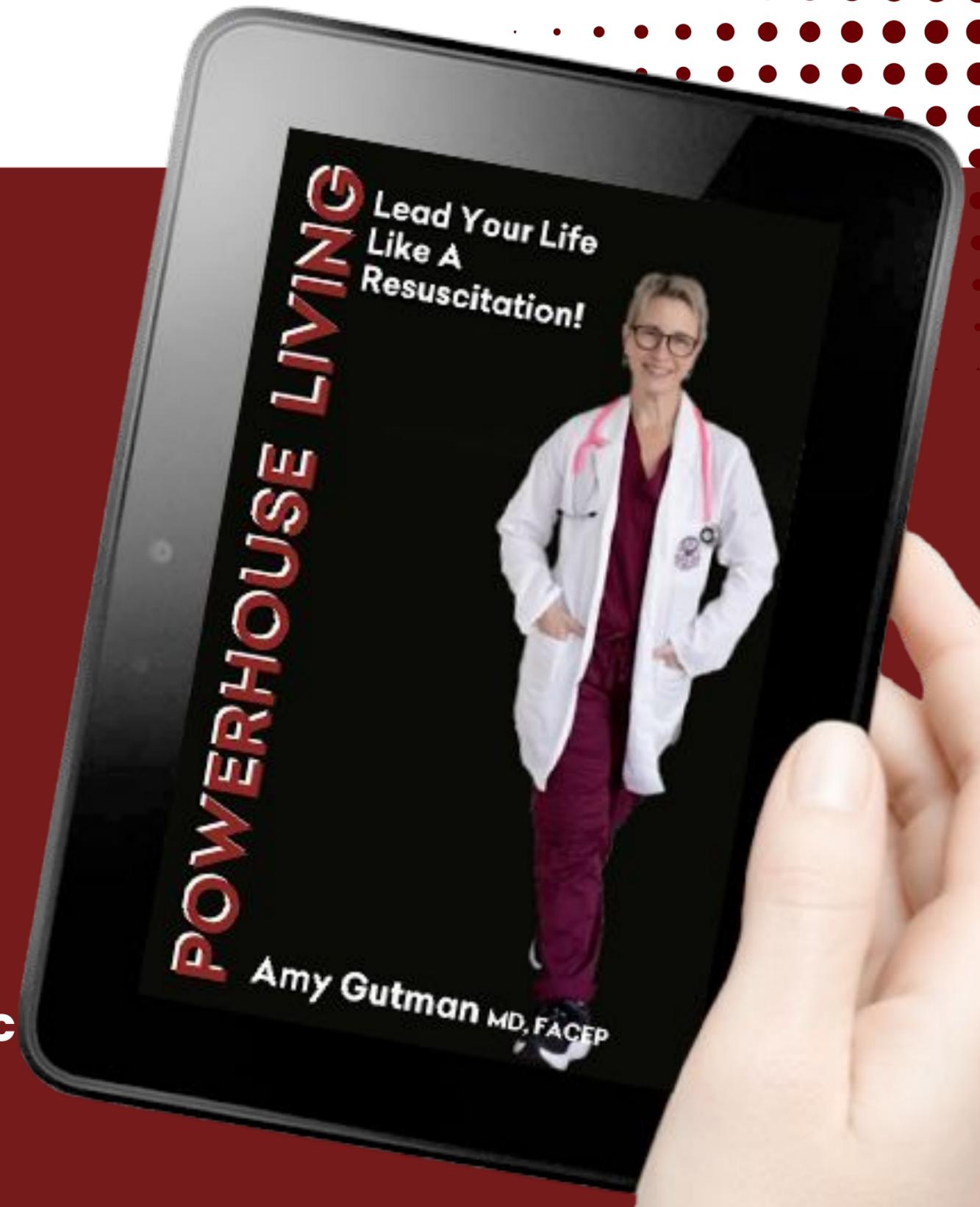
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# No “woo-woo” ...just

## science

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