



## OTA Playbook for Career Satisfaction/Combating Moral Injury and Burnout

Looking for contributions—please contact OTA with recommended content at [OTA@ota.org](mailto:OTA@ota.org)

***\*\*Note—some links may require OTA or AAOS login\*\****

### Jump To:

- [OTA Public Service Announcement](#)
- [OTA Resource Website](#)
- [Self-Assessment \(Wellbeing\)](#)
- [Personal](#)
- [Professional](#)

### ● OTA Public Service Announcement

- [OTA Wellbeing Public Service Announcement](#)

### ● OTA Resource Website

- [Moral Injury and Well-Being | Orthopaedic Trauma Association \(OTA\)](#)
  - [Moral Injury | Orthopaedic Trauma Association \(OTA\)](#)
  - [Suicide Prevention | Orthopaedic Trauma Association \(OTA\)](#)
  - [Self-Care Tips | Orthopaedic Trauma Association \(OTA\)](#)

- **Self-Assessment (Wellbeing)**

- [Self Assessment | Orthopaedic Trauma Association \(OTA\)](#)

- **Additional Resource:**

- AAOS Wellness for Healthcare Professionals Toolkit:
  - [AAOS Toolkits | American Academy of Orthopaedic Surgeons](#)

## Personal

- **Moral Injury:**

- “Moral injury describes the plight of tough, resourceful, and resilient clinicians who feel trapped between the patient-first values of their Hippocratic oath and the business imperatives of a broken healthcare system.”—fixmoralinjury.org
  - [Moral Injury | Orthopaedic Trauma Association \(OTA\)](#)
  - [What is Moral Injury — Fix Moral Injury](#)
- OTA Webinar: Drivers of Burnout and Moral Injury & How to Combat Them
  - Wendy Dean, MD and Simon Talbot, MD - [Orthopaedic Trauma Association: Drivers of Burnout and Moral Injury & How to Combat Them \(ota.org\)](#)

- **Personal Wellbeing:**

- OTA Webinar:
  - [Orthopaedic Trauma Association: Surgeon Well-Being: Practical Strategies and Life Hacks \(ota.org\)](#)
- OTA Annual Meeting Breakout Session:
  - [Orthopaedic Trauma Surgeons Thriving \(and Not Dying\): A Mid-Career Forum](#)
- Early OTA Physician Well-Being Index Results:
  - [Early Results of the Physician Well-Being Index Across OTA Membership, OTA 2023](#)
- AAOS Now: Michael Archdeacon, MD
  - [Institutional Approach Combats Physician Burnout and Promotes Wellness \(aaos.org\)](#)

- AAOS Physician Wellness Article Collection:
  - [Committee on Healthcare Safety – Physician Wellness Collection](#)
- The Bone Beat Podcast (AAOS):
  - [Physician Mental Health: Conversations with Congress, Part 3 - The Bone Beat Podcast | American Association of Orthopaedic Surgeons \(aaos.org\)](#)
- ACS Surgeon Well-being
  - [Surgeon Well-Being | ACS \(facs.org\)](#)

## ● **Burnout:**

- Primarily considered to have three components:
  - Emotional exhaustion
  - Cynicism and detachment or depersonalization
  - Perceived lack of efficacy/accomplishment
- Young Practitioner’s Forum Lecture:
  - [How to Avoid Burnout | Orthopaedic Trauma Association \(OTA\)](#)
    - Young Practitioner’s Forum Lecture
- JOT Article:
  - [Avoiding Burnout in an Orthopaedic Trauma Practice : Journal of Orthopaedic Trauma \(lww.com\)](#)
- JAAOS Articles:
  - [Orthopaedic Surgeons Have a High Prevalence of Burnout, Depression, and Suicide: Review of Factors Which Contribute or Reduce Further Harm - PubMed \(nih.gov\)](#)
  - [Identifying and Addressing Burnout in the Orthopaedic Surgeon - PubMed \(nih.gov\)](#)
  - [Institutional Approach Combats Physician Burnout and Promotes Wellness \(aaos.org\)](#)
- OTA Breakout:
  - [Orthopaedic Trauma Surgeons Thriving \(and Not Dying\): A Mid-Career Forum](#)
  - [Cultivating Courage for a Sustainable Surgical Career](#)
- OTA Webinar:
  - [Orthopaedic Trauma Association: Drivers of Burnout and Moral Injury & How to Combat Them \(ota.org\)](#)

- Leadership impact:
  - [Impact of organizational leadership on physician burnout and satisfaction - PubMed \(nih.gov\)](#)

- **Friends/mentors/support structure:**

- OTA Early Career Website
  - [Early Career Resources | Orthopaedic Trauma Association \(OTA\)](#)
- Early Career Mentorship Program
  - [Early Career Resources | Orthopaedic Trauma Association \(OTA\)](#)
  - [YOTS Early Career Mentorship Program | Orthopaedic Trauma Association \(OTA\)](#)
  - AAOS Webinar:
    - [Tips for a Successful First Two Years of Practice](#)
- Research Mentorship Program
  - [OTA Research Mentoring Program | Orthopaedic Trauma Association \(OTA\)](#)
  - [The OTA Podcast: The Early Years: Research – Building a Program \(libsyn.com\)](#)
- Annual OTA Young Practitioner’s Forum
  - Register along with Annual Meeting

- **Stress management:**

- Delivering Bad News:
  - [The OTA Podcast: Topics Relevant to Young Physicians: Delivering Bad News \(libsyn.com\)](#)
- Common work stressors
  - [Orthopaedic Trauma Surgeons Thriving \(and Not Dying\): A Mid-Career Forum](#)

- **Practice Management (Personal):**

- AAOS Webinar:

- [Tips for a Successful First Two Years of Practice](#)
- OTA Webinars:
  - [Orthopaedic Trauma Association: New Attendings - Practice Management \(ota.org\)](#)
  - [Orthopaedic Trauma Association: The Business of Orthopaedics \(ota.org\)](#)
  - [Orthopaedic Trauma Association: Successfully Building an Elective Practice in Orthopaedic Trauma \(ota.org\)](#)

- **Social Media Management:**

- OTA Webinar:
  - [How to Use Social Media and Not Get Into Trouble](#)
- JOT Article:
  - [Social Media and Digital Footprints in Orthopaedic Trauma: A... : Journal of Orthopaedic Trauma \(lww.com\)](#)
- JAAOS Article:
  - [Social Media: How to Use It Effectively - PubMed \(nih.gov\)](#)

## Professional

- **Practice Management (Professional):**

- General Information:
  - [Practice Management : Journal of Orthopaedic Trauma \(lww.com\)](#)
- OTA Practice Management & Coding Resources:
  - [Practice Management & Coding Resources | Orthopaedic Trauma Association \(OTA\)](#)
- Billing and Coding
  - [An Introduction to Orthopaedic Coding and Billing : Journal of Orthopaedic Trauma \(lww.com\)](#)
  - [Practice Management & Coding Resources | Orthopaedic Trauma Association \(OTA\)](#)
- OR Access:
  - [OTA OR Access Position Statement, 2020 \(ota.org\)](#)

- **Early Career Strategies:**

- OTA Podcast Series
  - [The OTA Podcast: Topics Relevant to Young Physicians: Things I Wish I Knew \(libsyn.com\)](#)
  - [The OTA Podcast: Topics Relevant to Young Physicians: Delivering Bad News \(libsyn.com\)](#)
  - [The OTA Podcast: Topics Relevant to Young Physicians: Financial Management \(libsyn.com\)](#)
  - [The OTA Podcast: Topics Relevant to Young Physicians: Contract Negotiation \(libsyn.com\)](#)
  - [The OTA Podcast: The Early Years: Surgical Education: Balancing Trainees and Myself \(libsyn.com\)](#)

- **Career Choice:**

- OTA Career Center
  - [Orthopaedic Jobs - Orthopaedic Trauma Association Career Center \(careerwebsite.com\)](#)
- OTA Webinar:
  - [Orthopaedic Trauma Association: Successfully Building an Elective Practice in Orthopaedic Trauma \(ota.org\)](#)
- JOT Articles:
  - [Building a Successful Trauma Practice in Academics : Journal of Orthopaedic Trauma \(lww.com\)](#)
  - [Building a Successful Trauma Practice in a Community Setting : Journal of Orthopaedic Trauma \(lww.com\)](#)

- **Career Transition:**

- [The OTA Podcast: The Early Years: I Changed Jobs \(libsyn.com\)](#)

- **Contract Negotiations**

- AAOS
  - Personal Contract:
    - [Negotiating your orthopaedic employment contract \(aaos.org\)](#)

- Payor Agreements (Series):
  - [Negotiating contracts \(aaos.org\)](#)
  - [Making your pitch for higher payments \(aaos.org\)](#)
  - [Implementing contract negotiations: Let the games begin \(aaos.org\)](#)

- **Reimbursement:**

- [Salary Survey | Orthopaedic Trauma Association \(OTA\)](#)

- **Retirement Preparation**

- AAOS Now Articles:
  - [Retirement: An orthopaedic surgeon's perspective \(aaos.org\)](#)
  - [Planning for Retirement: What Orthopaedic Surgeons Need to Know \(aaos.org\)](#)
  - [Bringing someone in: A succession planning primer \(aaos.org\)](#)

- **Life/Disability Insurance**

- AAOS Now Articles:
  - Disability:
    - [Securing Your Financial Future: The Importance of Occupation-specific, Long-term Disability Insurance for Orthopaedic Surgery Residents and Fellows \(aaos.org\)](#)
    - [Disability insurance for orthopaedists \(aaos.org\)](#)
  - Life:
    - [Planning Your Life—And Your Life Insurance \(aaos.org\)](#)
    - [How Much Life Insurance Do You Need? \(aaos.org\)](#)
    - [Using Life Insurance for Estate Planning \(aaos.org\)](#)

- **Financial Planning**

- AAOS Now Articles:
  - [Residency Training Lacks Financial Education \(aaos.org\)](#)
  - [Asset Protection Planning for the Surgeon \(aaos.org\)](#)
  - [Asset Protection 101: More Than Malpractice \(aaos.org\)](#)