



OTA Playbook for Career Satisfaction/Combating Moral Injury and Burnout

Looking for contributions—please contact OTA with recommended content at OTA@ota.org

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

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- [Self-Assessment \(Wellbeing\)](#)
- [Personal](#)
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- **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](#)

- **Substance Abuse Resources:**

- The Federation of State Physician Health Programs (FSPHP) offers a variety of resources to support education and awareness of research designed to establish best practices for the prevention, treatment, and monitoring of health care professionals and physicians at risk of substance use disorders, mental illness, physical illness, and other potentially impairing conditions.
 - [Federation of State Physician Health Programs Resources Webpage](#)

- **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 \(libsyn.com\)](https://libsyn.com)

- **Contract Negotiations**

- AAOS
 - Personal Contract:
 - [Negotiating your orthopaedic employment contract \(aaos.org\)](https://aaos.org)
 - Payor Agreements (Series):
 - [Negotiating contracts \(aaos.org\)](https://aaos.org)
 - [Making your pitch for higher payments \(aaos.org\)](https://aaos.org)
 - [Implementing contract negotiations: Let the games begin \(aaos.org\)](https://aaos.org)

- **Reimbursement:**

- [Salary Survey | Orthopaedic Trauma Association \(OTA\)](https://ota.org)

- **Retirement Preparation**

- AAOS Now Articles:
 - [Retirement: An orthopaedic surgeon's perspective \(aaos.org\)](https://aaos.org)
 - [Planning for Retirement: What Orthopaedic Surgeons Need to Know \(aaos.org\)](https://aaos.org)
 - [Bringing someone in: A succession planning primer \(aaos.org\)](https://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 \(aaos.org\)](https://aaos.org)
 - [Disability insurance for orthopaedists \(aaos.org\)](https://aaos.org)
 - Life:
 - [Planning Your Life—And Your Life Insurance \(aaos.org\)](https://aaos.org)
 - [How Much Life Insurance Do You Need? \(aaos.org\)](https://aaos.org)

- [Using Life Insurance for Estate Planning \(aaos.org\)](https://www.aaos.org/now/articles/using-life-insurance-for-estate-planning)

- **Financial Planning**

- AAOS Now Articles:
 - [Residency Training Lacks Financial Education \(aaos.org\)](https://www.aaos.org/now/articles/residency-training-lacks-financial-education)
 - [Asset Protection Planning for the Surgeon \(aaos.org\)](https://www.aaos.org/now/articles/asset-protection-planning-for-the-surgeon)
 - [Asset Protection 101: More Than Malpractice \(aaos.org\)](https://www.aaos.org/now/articles/asset-protection-101-more-than-malpractice)