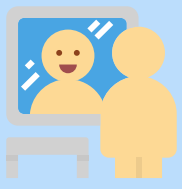


PREVENTING BURNOUT

IN HEALTHCARE LEADERSHIP

Eight things to focus on for prevention:

Actions for Individuals



Develop self-awareness

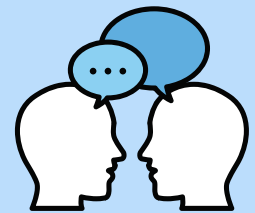
Practice gratitude and positivity



Practice self-care

Actions for Organizations

Openly talk about it



Ensure reasonable workloads

Protect calendar time



Allow space and celebration between high demand projects

Create a culture that allows autonomy and empowerment



In 2019, the World Health Organization classified burnout as an “occupational phenomenon.” Specifically, they said, “**burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.**” It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.”

MORE ABOUT BURNOUT

In a 2017 white paper titled *IHI Framework for Improving Joy in Work*, “If burnout in health care were described in clinical or public health terms, it might well be called an epidemic.”



The high pressure, high demand, and complex culture of healthcare makes it ripe for burnout. The type of people often attracted to work in the healthcare industry are those who are service oriented and highly empathetic people. Coincidentally, those are the same type of people that are more prone to compassion fatigue and burnout.

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A white paper by Change Management Solutions, Inc. titled, *Why Employees Burn Out: The Burnout During Organizational Change Model (B-DOC)*, states “Burnout is NOT simply an individual’s maladaptive response to stress. Work environments strongly influence an employee’s attitudes, behaviors, levels of motivation, and feelings of stress. Many organizations unwittingly build cultures and work environments that actually create burnout.”



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