



Beating Burnout

Kristin Ray, MSN, RN, CPN, NE-BC
Children's Mercy, Kansas City

AT WORK LIKE



I CAN'T!

A hand-drawn circle with a thick black border, centered on a white background that has a torn-paper edge. Inside the circle, the text "YOU CAN DO ANYTHING BUT NOT EVERYTHING" is written in a simple, hand-drawn font. Below the main text, the name "- DAVID ALLEN" is written in a smaller font.

YOU CAN DO
ANYTHING
BUT NOT
EVERYTHING

- DAVID ALLEN

2 Truths and a Lie

Truth

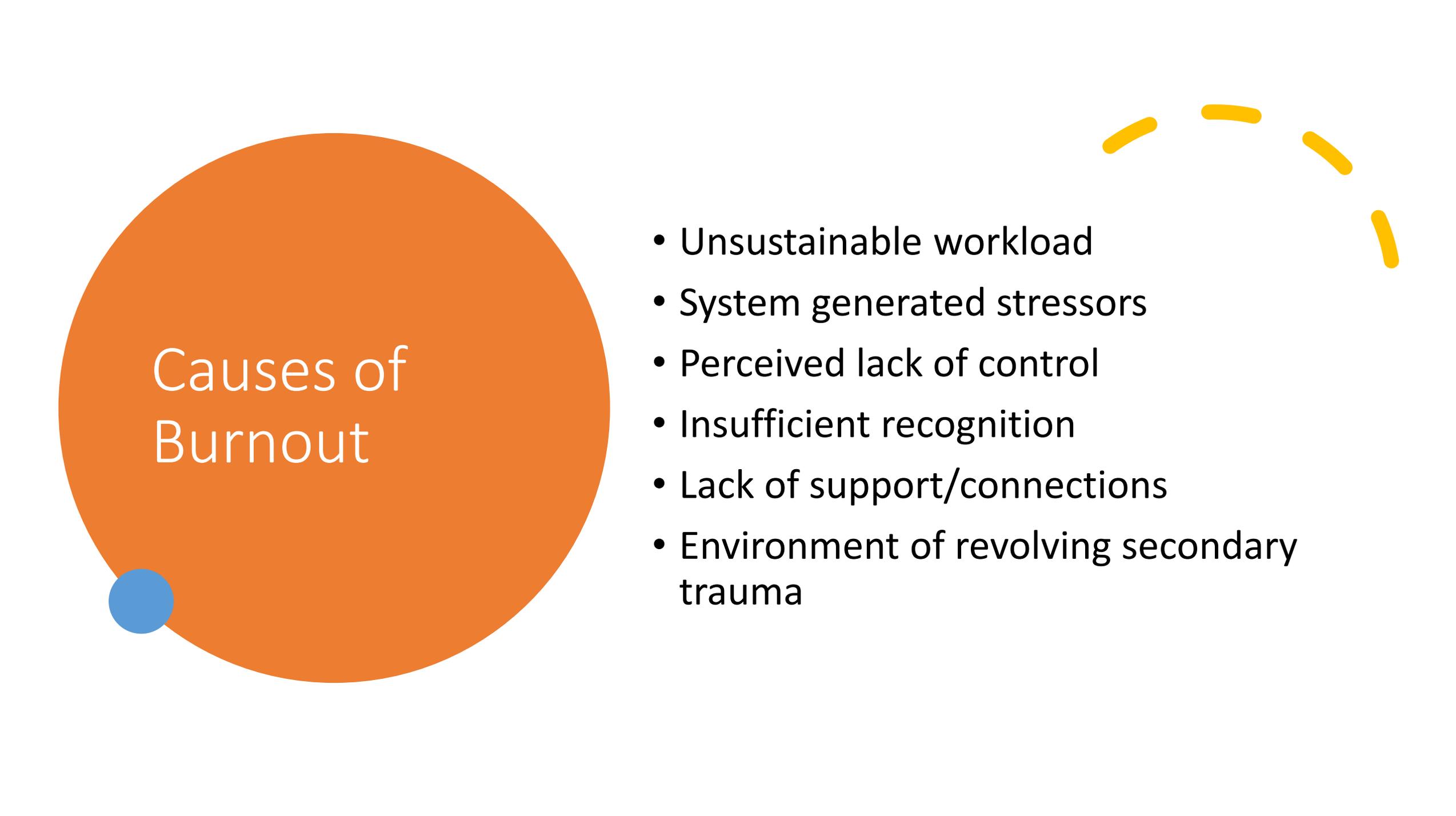
For clinicians considering leaving their positions in healthcare, burnout is the most reported reason as their key driver

Burnout can look and feel different in each person.

Lie

Burnout started after the COVID-19 pandemic.

“The healthcare industry has a long-standing problem with burnout that is encoded in the culture. For a myriad of reasons including excessive workload, stigma, post-traumatic stress, and learned helplessness, we see a major threat that has only gotten WORSE during the pandemic.”



Causes of Burnout

- Unsustainable workload
- System generated stressors
- Perceived lack of control
- Insufficient recognition
- Lack of support/connections
- Environment of revolving secondary trauma

A young child with dark hair, wearing a blue t-shirt with a star pattern, is sitting on a grey patterned rug. The child is holding an open book and looking down at it. In the foreground, there is a stack of books and a small toy. The background shows a window with a view of a plant and a wooden cabinet. The text "Let's get on the same page..." is overlaid in white on the image.

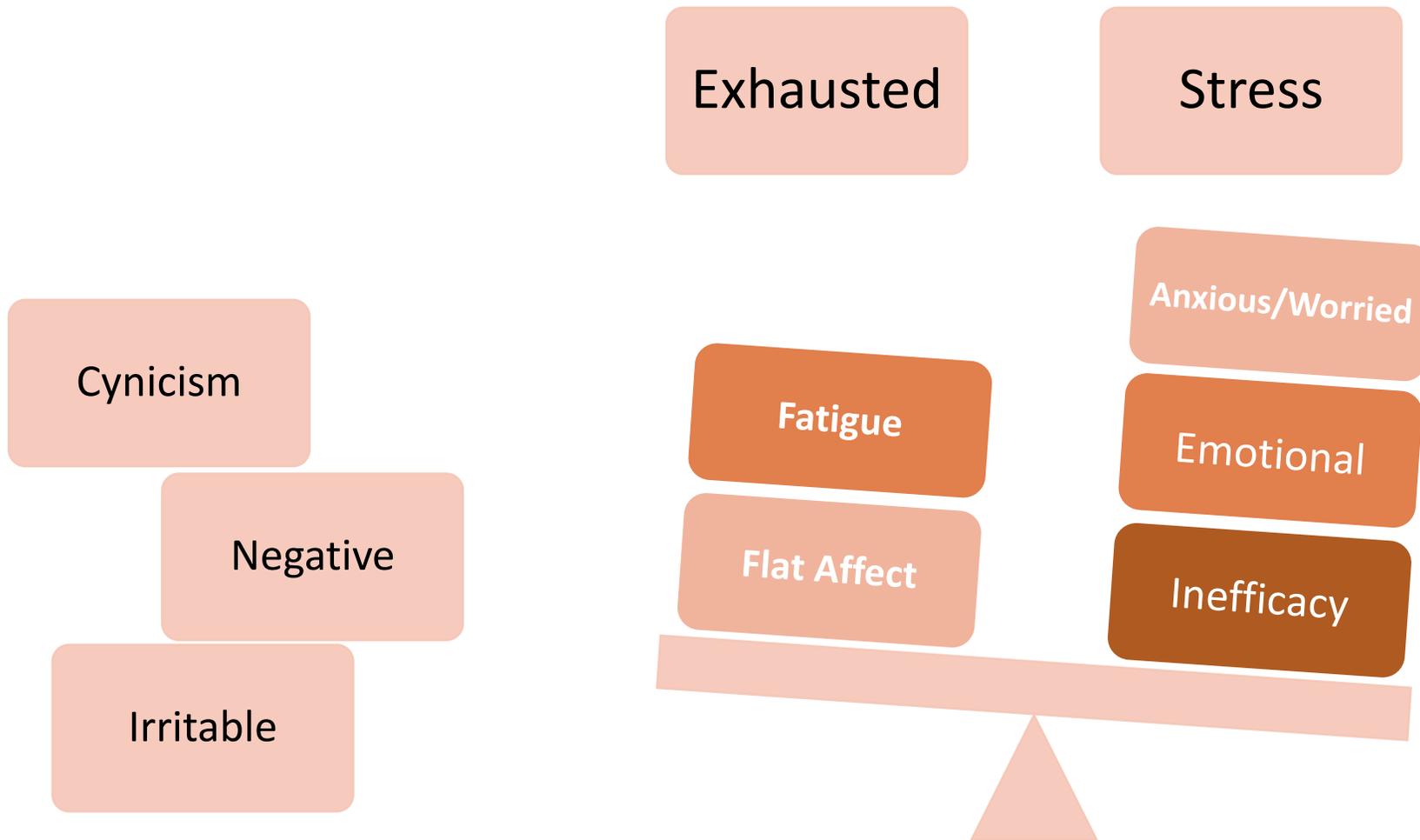
Let's get on the same page...

Burnout

A long-term stress reaction defined by having at least one of the following symptoms:

- Emotional exhaustion
- Depersonalization, including cynicism and lack of empathy
- Feelings of inefficacy with a low sense of personal accomplishment

What can this look like





What else can this
look like?

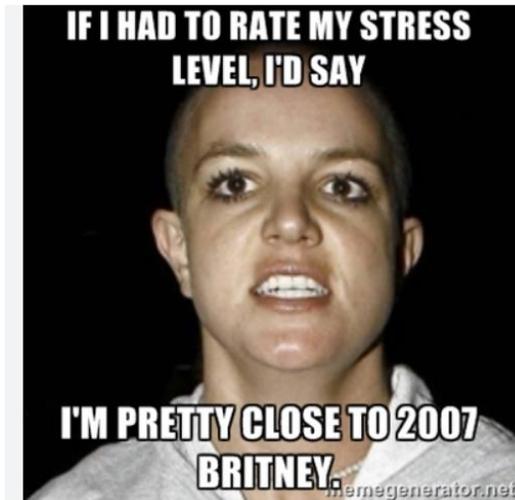
Less Productive

Lack of Motivation

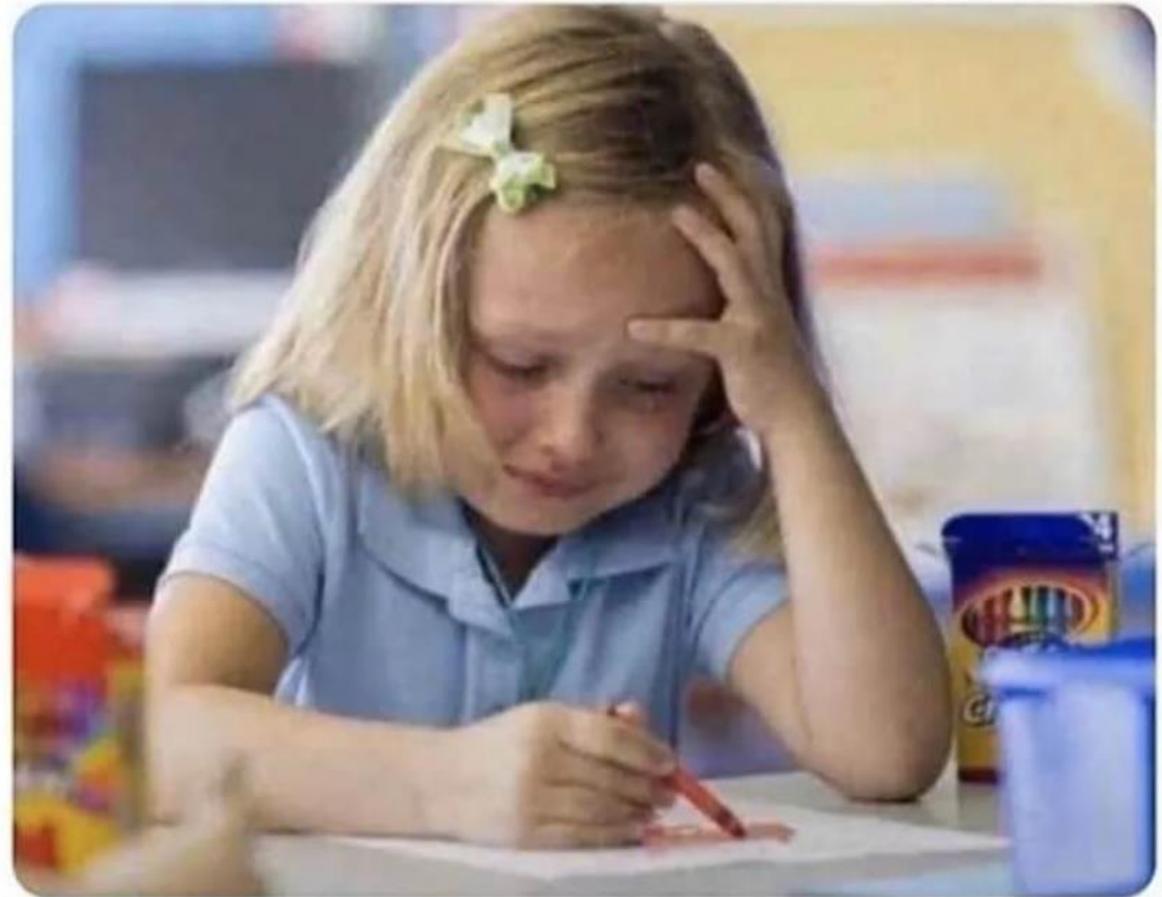
Physical Symptoms

Low Self-Esteem

Detached



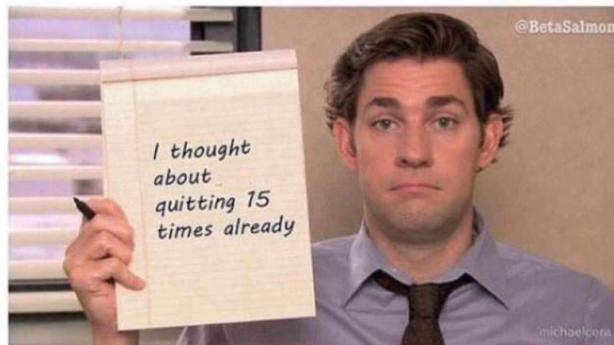
Somedays I just want to reply emails with "ok" and this picture:



Me: I won't let work get the best of me

3 minutes later

Me:



IF WE DO NOTHING

- Burnout/emotional contagion
- Negative impact to patient safety
- Diminished patient satisfaction
- Diminished employee satisfaction
- Impaired social relationships
- Reduced adherence to policies





Let's Tackle This.

Stress

The overwhelming feeling of emotional or physical tension. It often presents when we are in a situation that we don't feel like we can effectively manage or control.



Stress: Control & Influence

- Can you control it?
- Can you influence it?
- If they answer to both is no, time to **SHIFT YOUR MINDSET.**

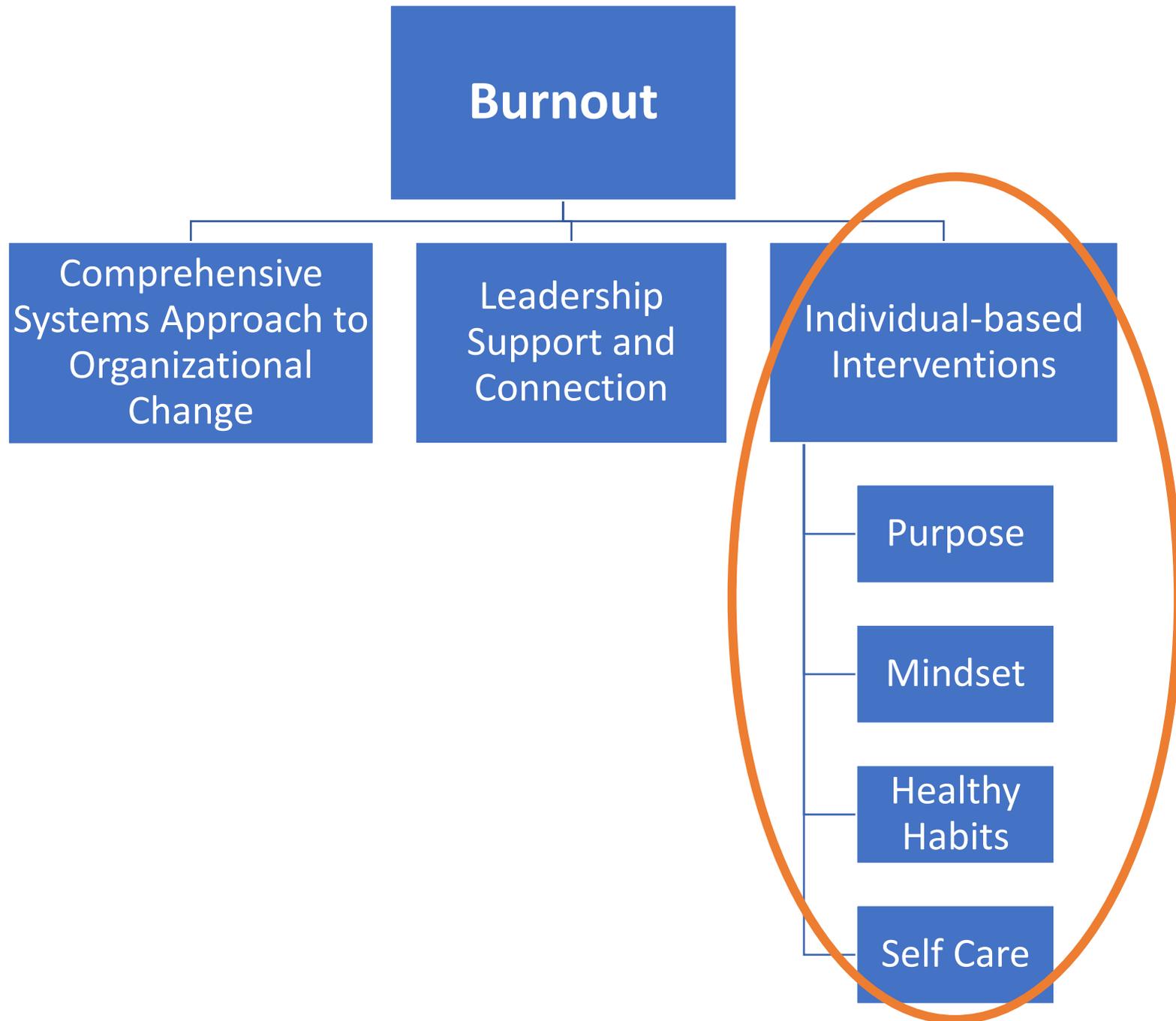


I NEED HELP.

- How do I work on focusing my efforts on the things I can control?
- How do I shift my energy away from the things I can't?

$$P \times R = S$$

We do important stuff... hard work... at the end of the day- what deserves our attention the most?



Progress



Purpose



Belonging



Thrive

Burnout

Exhaustion
and
tiredness

Cynicism
and
negativity

Reduced
efficacy



How do we move from DEPRIVE to THRIVE?

Million Dollar Question

A large, solid orange circle occupies the left side of the frame, partially cut off by the edge.

Exhausted

Lack of sleep, tired, worn down,
poor sleep habits, you name it- it's
all terrible... and not sustainable.

A decorative yellow dashed line consisting of several short, curved segments, located in the bottom right corner of the slide.

Pro Tips - Exhaustion



- Establish a sleep routine and stick with it as much as possible
- Limit screens before sleep
- Stop multi-tasking
- Apps (Calm, Headspace, I am)
- Healthy habits
- Practice mindfulness



EXHAUSTION



PROGRESS

Cynicism & Negativity

Callous, negative, and less connected.

May present individually, with coworkers, and/or the job itself.



Pro Tips: Cynicism & Negativity



- Find or remember your purpose
- Realign thoughts/actions to match core values
- Share kindness
- Express gratitude
- Mindset Shift

CYNICISM



PURPOSE

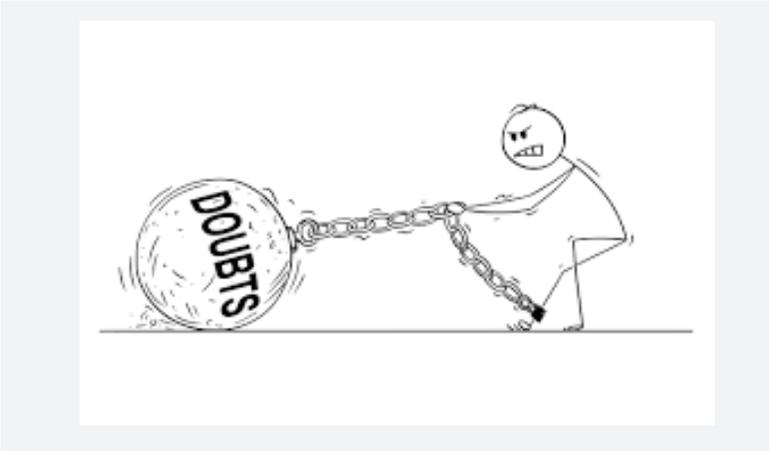


Reduced
Efficacy

Depleted sense of self or
accomplishment, less productive.



Pro Tip: Inefficacy



- Find the good, see the good, recognize the good
- Goals
- Reflection to action
- Move with intention
- Identify coach/mentor

INEFFICACY



BELONGING

What else?

- **Check-in with your Network**

- Do you have a trusting relationships in and outside of work? If so, build and strengthen connections to boost your overall feeling of wellbeing and support.

- **Talk with your Leader**

- If you are in an environment where this is possible, try to explain how you're feeling and discuss what the contributing factors are. Communication is important for creating a healthy work environment.

- **Seek Professional Help**

- Consult with a professional on the topic of burnout. Employee Wellness Center and your EAP benefit can help make those connections.



A single slide on self care

Prioritize good sleep

Healthy choices

Healthy boundaries

Positive social network



Bite Size Starts = BIG BITE Results



Purpose



The Road Ahead

Overwhelm & Stress ≠ Long Term Sentence

- Choose Recovery
- Choose Intention
- Choose Positive
- Choose Joy
- Choose Hope



Thank You!

Kristin Ray, MSN, RN, CPN, NE-BC
krray@cmh.edu



References

- Comer, J. (2022). Psychology Today. Ten ways to beat burnout. Retrieved from: <https://www.psychologytoday.com/us/blog/beyond-stress-and-burnout/202203/10-ways-beat-burnout?amp>
- ECRI Institute. Burnout in healthcare: The elephant in the room. Risk Management Reporter. 2016 Dec 14. <https://www.ecri.org/components/HRC/Pages/RMRep1216.aspx>
- Moss, J. (2021). Harvard Business Review. Beyond burned out. Retrieved from: <http://camosunfaculty.ca/wp-content/uploads/2021/04/Beyond-Burned-Out.pdf>
- (n.a.) AHA: Strengthening our Workforce. 2022. Retrieved from: <https://www.aha.org/toolkitsmethodology/2022-06-22-strengthening-health-care-workforce-digital-toolkit>
- Robinson, B. (2023). *Forbes*. New Outlook On Burnout For 2023: Limitations On What Managers Can Do. Retrieved from: <https://www.forbes.com/sites/bryanrobinson/2023/02/07/new-outlook-on-burnout-for-2023-limitations-on-what-managers-can-do/?sh=a1f71d243430>
- Sexton, B. (2022) Duke University Well-Bseries Presentation. Retrieved from: <https://www.fha.org/uploads/1/3/4/0/134061722/duke-monthly-webinar-12-slides.pdf>
- Sinsky CA, Willard-Grace R, Schutzbank AM, Sinsky TA, Margolius D, Bodenheimer T. In search of joy in practice: a report of 23 high-functioning primary care practices. *Ann Fam Med*. 2013 May-Jun;11(3):272-8. doi: 10.1370/afm.1531. PMID: 23690328; PMCID: PMC3659145.
- Tye, Joe MBA, MHA; Long, Kimberly DHA, MSN, RN, FNP, FACHE; Blake, Nancy PhD, RN, CCRN-K, NEA-BC, NHDP-BC, FAAN, FACHE; Luu, Allison MD, MS; Tye, Annie PhD. Caring for COVID's emotional long haulers. *Nursing Management (Springhouse)* 53(3):p 26-35, March 2022. | DOI: 10.1097/01.NUMA.0000821720.94922.5a
- Valcour, M. (2016). *Harvard Business Review*. Beating Burnout. Retrieved from: <https://hbr.org/2016/11/beating-burnout>
- Zuckerman, C. (2021). *The New York Times*. How to beat burnout- without quitting your job. Retrieved from: <https://www.nytimes.com/2021/04/30/well/workplace-burnout-advice.html>