Burnout at a Glance

Burnout is a “complex syndrome of emotional distress that can disproportionately affect individuals who work in healthcare” (Elmore et al.).

**IT IS COMMON**

54% of surveyed physicians reported at least one symptom of burnout in 2014

Source: Shanafelt et al. “Changes”

**IT IS ON THE RISE**

This increased from 45% of surveyed physicians who reported at least one symptom of burnout in 2011

Source: Shanafelt et al. “Changes”

**IT AFFECTS A VARIETY OF HEALTHCARE WORKERS**

“I was in the bathroom crying in private between patients several times yesterday.”

(Wible)

Source: ECRI Institute PSO Database.
Component of ECRI Institute, Plymouth Meeting (PA).
Sources: Shin et al., West et al., McHugh et al., Cimiotti et al.

EARLY WARNING SIGNS OF BURNOUT

- Chronic fatigue, exhaustion, and tiredness
- Increased risk taking
- Anger, self-criticism
- Suspiciousness
- Feeling helpless
- Cynicism, negativity, and irritability
- Feeling besieged

Source: Guntupalli et al.

BURNOUT DOS AND DON’TS

DO
- Employ a systems approach to mitigating burnout
- Involve frontline staff in organizational changes from the planning stage
- Improve workflows for all providers and staff
- Provide time and space for participation in individual and group resilience interventions

DON’T
- Approach burnout as the problem of a few vulnerable individuals
- Place sole responsibility for managing burnout on individuals
- Add “one more thing” to workers’ busy days without offering some relief

Sources