

Tennessee Hospital Association
Well-being Webinar Series Handout #1
Webinar 1: Strategies and Tools to Beat Burnout Now!
August 24, 2022

Warning Signs of Burnout

<input type="checkbox"/> Anxiety	<input type="checkbox"/> Impaired concentration
<input type="checkbox"/> Apathy	<input type="checkbox"/> Increased drug or alcohol use
<input type="checkbox"/> Chest pains	<input type="checkbox"/> Increased illnesses
<input type="checkbox"/> Chronic fatigue	<input type="checkbox"/> Increased irritability/anger
<input type="checkbox"/> Cynicism	<input type="checkbox"/> Insomnia
<input type="checkbox"/> Depression	<input type="checkbox"/> Lack of creativity
<input type="checkbox"/> Desire to escape and isolate	<input type="checkbox"/> Loss of efficacy
<input type="checkbox"/> Dizziness	<input type="checkbox"/> Lower work performance
<input type="checkbox"/> Feelings of hopelessness	<input type="checkbox"/> Panic attacks
<input type="checkbox"/> Frequent headaches	<input type="checkbox"/> Relationship tension
<input type="checkbox"/> Heart palpitations	<input type="checkbox"/> Stomach pains

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A 2-Phase Process for Alleviating Burnout

Phase I - Create Your Own Personal Well-being Plan

Step 1 – Validate You’re Experiencing Burnout

Schedule an appointment with your primary physician or a mental health professional to make sure your symptoms are not caused by other issues. Consider taking the Maslach Burnout Inventory (MBI) Human Services Survey for Medical Personnel that specifically addresses the medical community.

Step 2 - Identify Root Causes of Stress

Burnout is usually the result of too many job-related stressors created by your work environment; however, chronic stress can also come from other areas of our life – relationships, finances, caregiving responsibilities, lack of self-care and more. What creates stress for you? What are the “pebbles in your shoes?”

Step 3 – Identify Self-Care Activities You Enjoy

Self-care activities like exercise, yoga, meditation, journaling, nature walks, spending time with supportive friends or doing hobbies, and other things that make you feel relaxed, creative and better emotionally are essential to your well-being. Schedule several activities each week as sacred appointments in your calendar.

Step 4 – Focus on Joy and Gratitude

Find time every day to do something you love, even if it’s for a few minutes a day. If necessary, schedule these things and allow them to ignite your heart and spark joy every day. Practice gratitude every day.

Step 5 – Implement Your Plan

Implement your well-being plan over time by taking small steps at first, knowing you’re getting rid of stress every day. Stick with your plan and restore your health mentally, physically and emotionally.

Phase II - Identify Ideas For Workplace Changes That Could Reduce Stress

Step 1 – Identify Ideas for Change

Brainstorm ideas with colleagues about what will alleviate stressors in your workplace. Identify resources that can support all healthcare workers.

Step 2 – Make Recommendations to Leadership

Present your ideas to senior leaders as possible solutions to current challenges that will reduce workplace stressors and staff burnout. Work together to evaluate ideas, implement solutions, and refine as needed to continuously improve the work environment over time.

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Resources for Webinar Content:

<https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>

<https://www.bizjournals.com/Birmingham/news/2022/03/21/leaders-tackling-burnout-vested-employees-business.html?s+print>

<https://www.healthline.com/health-news/you-can-now-officially-be-diagnosed-with-burnout-what-are-the-signs>

<https://hbr.org/2019/07/6-causes-of-burnout-and-how-to-avoid-them>

<https://www.psychologytoday.com/us/blog/high-octane-women/201205/where-do-you-fall-the-burnout-continuum>

<https://www.nytimes.com/2021/12/16/well/worry-burnout-covid.html>

https://www.elsevier.com/_data/assets/pdf_file/0004/1242490/Clinician-of-the-future-report-online.pdf

<https://www.nursingworld.org/news/news-releases/2022-news-releases/new-survey-data--younger-nurses-more-likely-to-experience-negative-impacts-from-the-covid-19-pandemic/>

https://www.aha.org/system/files/media/file/2021/01/TT_ep2-workforce-resiliency.pdf

<https://www.youtube.com/watch?v=yLu8U0FC198>

Maslach Burnout Inventory - Human Services Survey for Medical Personnel:

<https://www.mindgarden.com/315-mbi-human-services-survey-medical-personnel>

<https://www.mindgarden.com/content/34-physician-burnout-solutions>

<https://www.nytimes.com/2021/04/30/well/workplace-burnout-advice.html>

<https://www.nytimes.com/2022/02/15/well/live/burnout-work-stress.html?searchResultPosition=1>

<https://www.youtube.com/watch?v=eX4j9yc24Lo>

<https://www.allinforhealthcare.org/issues/2022-healthcare-workforce-rescue-package>

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