


COPING WITH HEALTHCARE BURNOUT



HEALTH SYSTEMS

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Great Resignation Statistics

- 48 million people quit their jobs in 2021
- 8.6 million people quit their jobs in 2022 (Jan-Feb)
- 4.26 million people quit their jobs in January 2022
- 4.35 million people quit their jobs in February 2022
- 34% of the U.S. workforce is engaged at work
- 94% of American Retailers are experiencing issues with managing job vacancies

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**Great Resignation Statistics
(continued)**

- 55% of workers in America are planning on looking for new jobs
- Gen Z-ers are the group that feels the least appreciated and underpaid
- 41% of the global workforce is considering quitting their jobs
- 46% of the world's workforce plans on relocation this year

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QUESTION

Which region has the highest job resignations in 2022?

- 1. Northeast
- 2. South
- 3. Midwest
- 4. West



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Regions with the highest job resignations in 2022

Region	Totals	Average Quit Rate
Northeast	1,174,000	2.20%
South	3,500,000	3.10%
Midwest	1,858,000	2.85%
West	2,078,00	3%

Source: BLS.gov

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CRISIS FATIGUE: EFFECTS OF COVID-19 AND WORLD EVENTS



- Profound unprecedented times
- Grief, Anxiety, Isolation, Unemployment, Depression and Fear
- Crisis Fatigue: Chronic threats to safety and well being

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CRISIS FATIGUE: HEALTH IMPACT

Health Impact of Crisis Fatigue

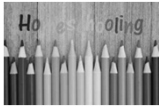
- Fight or Flight Response
- Adrenal glands flood body with cortisol and adrenaline
- Chronicity = deleterious health effects
- Depression, weight gain, insomnia, relationship issues, exhaustion and burnout



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PANDEMIC DISRUPTION



- Working from home
- Juggling home schooling
- Isolation from friends, loved ones, colleagues
- Loss of job
- Conflicting media stories/media overload
- Relationship change with partner, children

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HIGH RISK: HEALTHCARE WORKERS

Burnout: psychological state marked by exhaustion, lack of enthusiasm, inability to cope with stress



Symptoms:

- Emotional Exhaustion
- Numbness
- Irritability
- Anger
- Sleep Disturbance

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RESULTS of BURNOUT

- High Blood Pressure
- Depression
- Suicidal Ideation
- Post Traumatic Stress Disorder
- Substance Abuse
- Relationship Damage
- Medical Errors



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QUESTION

A year before COVID, Healthcare worker burnout cost to healthcare system was:

1. 560M
2. 1.2 B
3. 3.3B
4. 4.6B



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AMA NATIONAL STUDY: 20,947 HEALTHCARE WORKERS



- 61% high fear of COVID exposure to self/family
- 38% Depression and Anxiety
- 43% Work Overload
- 49% Burnout

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AMA STUDY: GENDER DIFFERENCES

- Males: 41.5% Burnout
- Females: 50% Burnout
- Males: 26.4% Anxiety/Depression
- Females: 39.3% Anxiety/Depression
- Males: 37.7% Work Overload Stress
- Females: 42.2% Work Overload Stress



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QUESTION

TRUE or FALSE?

Highest rates (60%) of burnout reported by Allied Health Professionals –
Speech Therapists, Occupational Therapists, Social Workers



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COMPASSION FATIGUE VS. BUROUT

1. *Compassion fatigue caused by exposure of traumatic material*
Burnout caused by work-related attributes such as the job, coworkers, one's supervisor and poor work culture
2. *Compassion fatigue-rapid onset and can be felt after first experience of absorbing one's traumatic material*
Burnout emerges over time as work-related issues (lack of resources, long shifts, paperwork overload) pile up
3. *Compassion fatigue-impact of helping others*
Burnout-describes impact of a stressful workplace
Compassion fatigue has quicker recovery time if managed early
Burnout has longer recovery time

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SELF CARE TO ADDRESS BURNOUT

1. Engage in regular exercise and other restorative activities
2. Spend time with family and friends
3. Identify things you can and can't control at work
4. Monitor inner emotional energy barometer and know when you are running on empty
5. Look for warning signs of burnout and seek professional help when needed

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Nine (9) Factors causing the GREAT RESIGNATION

1. Toxic corporate culture
2. Job insecurity and reorganization
3. High levels of innovation
4. Failure to recognize performance
5. Mental Health response to COVID-19
6. Better work-life balance
7. Higher pay
8. A long-held desire to explore a new career path
9. To care for children or elderly relatives during pandemic

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EMPLOYEE FOCUS ON STABILITY, EMPOWERMENT AND INCLUSION

1. Showing Appreciation
2. Providing Individualized Support
3. Involving Employees In Decision Making
4. Entrusting Employees With New Responsibilities
5. Designate Time and Space for Team Bonding



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Mental Wellness for Staff

- 1. Provide Mental Health Benefits, EAP
- 2. Webinars On Self Care
- 3. Incentivize Wellness Activities
- 4. Provide List of Resources-Meditation Applications
- 5. Reduce Ambiguity By Providing Daily/Weekly Goal



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Questions/Comments

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