

# Workplace burnout is an epidemic

The three primary characteristics of burnout are:

1. Emotional exhaustion
2. Depersonalization or cynicism
3. A low sense of personal accomplishment



“44% of educators feel burned out often or always”

“95% of nurses have felt burned out at some point in the past three years”

“The US expects a shortage of up to 139K physicians by 2033.”



## 1. OPT OUT

If a coworker feels moral distress, we can allow them to opt-out while still providing services.



## 2. TIMEOUT

When moral distress is obvious and unavoidable, take a moment to stop and acknowledge the situation.



## 3. LEADERS WHO LISTEN

Research shows a primary link between perceived organizational support and moral distress.



## 4. WELLBEING PROGRAMS

WBP's are like parachutes, people notice when they are missing! \*WARNING\* Gratitude journals won't improve moral amidst long hours, staff shortages and poor wages.



## 5. NON PUNATIVE HELP/REPORTING

Non punitive ways for coworkers to seek the help they need and to report when things are not going as planned.



## 6. PEER SUPPORT

Opportunities for formal and informal peer support: Conversations, normalizing human reactions and frequent expressions of gratitude.