



**Tishk**  
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**Personal and organizational Psychology**  
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# Burnout



# Burnout



- A cycle of negative emotions and withdrawal
- Can be mental, emotional and physical exhaustion that leads to diminished interest.
- Burnout is a consequence of too much stress causing a shutdown.

# Most Vulnerable to Burnout



Staff with high standards and ambition



Exhibit perfectionist propensities



Always giving beyond 100% effort



Persons in helping professions –nurses, physicians



Bored employees whose interest is not stimulated



# Statistics



“According to a 2023 report from the Department of Professional Employees almost half a million nurses had already left their profession nationwide” many citing high workloads and limited staffing as reasons.



For every 10% of nurses at a particular hospital who reports feeling dissatisfied with their job, patient satisfaction drops about 2% despite taking into consideration other factors.

# Causes

- Powerlessness
- Unwelcomed changes
- Lack of incentives either personal or monetary
- Contrasting demands-demands of the hospital vs. the patient
- Lack of communication from the top down



# Signs and Symptoms



- Reduced motivation, competence and interest
- Reduced productivity
- Inability to give attention to task
- Increased absences or chronic tardiness and leaving early
- Mood swings, intolerance
- Poor communication- becoming distant or indifferent
- Weight loss/ gain.

# Effects of Burnout on the Organization

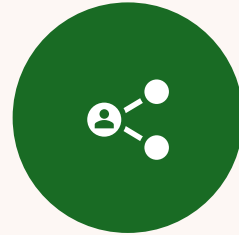
- Lost time and decreased productivity
- Increased use of sick days
- Cost associated with hiring temporary replacement
- Cost associated with recruiting and retaining new staff replacement.



# Solution- What can Nurse Managers do



BURNOUT IS PREVENTABLE AND IF ADDRESSED IN TIME CAN PROVE COST EFFECTIVE ON EVERY LEVEL. NURSE MANAGERS CAN ASSIST IN ALLEVIATING OR PREVENTING BURNOUT BY:



SHARING INFORMATION WITH STAFF ON AN ONGOING BASIS.



HIRING ADDITIONAL STAFF OR OFFERING A DIFFERENT POSITION TO LONG TERM EMPLOYEES.



ENSURE EMPLOYEES HAVE THE PROPER TOOLS AND SKILLS TO DO THE JOB.



GIVE REALISTIC AND PRACTICAL DEADLINES TO ALLOW FOR A WORK LIFE BALANCE.

# Resilience



- The ability to return to a state of normalcy or to bounce back from adversity or trauma and remain focused and optimistic about the future.

# How Nurse leaders can Encourage Resilience

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Encourage physical wellbeing

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Eating healthy- providing fruits for snacking

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Exercise-Bike to work schemes

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Quit smoking- offering counseling and support

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Promote an open and trusting management style and atmosphere

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Offer coaching in dealing with stress

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Offer fair treatment, reward good work, offer flexible work arrangements

# How Can Employees Build their own Resilience

- Building and maintaining good friendship family relationships.
- Being positive-seeing problems as a potential learning process rather than another hill to climb



# How Can Employees Build their own Resilience

- Keeping perspective- how people react to situations will determine how well they cope emotionally
- Nurturing a positive self perception- emphasizing to ourselves the things we do well and being kind to ourselves



# Conclusion

- The nursing field is a high stress environment involving constant changes in patient load, acuity and organizational policies which can lead to stress and burnout.





# Conclusion

- Nurse leaders are challenged to address the problem of burnout due to the serious consequences for the individual, the organization and the future of the nursing profession.

# Conclusion

- In order to withstand the complexities of the nursing profession, resilience needs to be encouraged and promoted among nurses. According to Turner (2014) resilience is a necessary trait in order to retain nurses.

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**Any Questions???**

