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HEALTHCARE WORKER BURNOUT: 5 Tips for Easing Stress and Focusing on Quality Care

WHAT IS BURNOUT?

In 2019, burnout was officially added to the World Health Organization's (WHO) International Classification of Diseases (ICD). Workers across all industries are feeling it, but burnout is especially wreaking havoc on healthcare workers in hospitals and post-acute care facilities nationwide.

60%



The WHO defines burnout as “perceived energy depletion and exhaustion resulting from work-related stress,” and current data shows that **60% of clinicians are experiencing its effects.**

It's in the nature of healthcare workers to put the health of others above their own. However, their well-being ultimately impacts the level of care they can provide. In order to focus on promoting value-based care, post-acute care organizations must first prioritize the well-being of the healthcare workforce.

Source: Rosso, C. (2021). Psychology Today. [New Survey Shows Significant Increase in Physician Burnout.](#)



THE TRUE IMPACT OF BURNOUT

Burnout doesn't just affect the lives of clinicians – it ripples across all aspects of care. Recent studies indicate that 26% of healthcare employees are angry at their current working conditions and over 29% have considered leaving the medical field.¹

How Is Burnout Affecting Care?



The Workforce

In 2020, healthcare workers experienced the largest impact of burnout.

- + 82% experienced emotional exhaustion
- + 70% had trouble sleeping
- + 68% felt physical exhaustion
- + 63% induced work-related dread
- + 57% noticed changes in appetite
- + 52% experienced compassion fatigue



Delivery of Care

A recent study by the American Journal of Medicine finds that physician burnout leads to:

- + Doubled risk of adverse patient safety incidents
- + Increased medical errors
- + Poorer quality of care
- + Increased risk of malpractice
- + Reduced patient satisfaction

Lagasse, J. (2020). Healthcare finance. [Healthcare workers experiencing burnout, stress due to COVID-19 pandemic.](#)

Yates, S. W. (2020). Physician Stress and Burnout. [American Journal of Medicine.](#)

5 TIPS TO SUPPORT RESILIENCE AND LOWER STRESS

In recent times of staffing shortages, overburdened staff, and more, it is crucial for care providers to take time for themselves. To provide excellent, value-based patient care, facilities should encourage healthcare workers to prioritize their foundational needs.



1. Implement programs to improve physician wellness and resilience

Wellness programs communicate to workers that they are valued and that their well-being is a priority. Organizations can support staff by appointing health and wellness committees, providing mental health resources, and promoting daily activities such as group meditation or stretching.



2. Take breaks

When healthcare workers spend an entire day taking care of others, it's important to take a moment for themselves. Micro-breaks have been found to improve mood, performance, and satisfaction. Sketching, sipping tea, talking with peers, box breathing, or even closing their eyes for a few minutes can make a difference.



3. Cultivate a supportive work environment

A supportive work environment is one which reduces stress by providing adequate staff and resources and building constructive relationships. It's important to cultivate a culture of mutual trust, support, and respect among employers, colleagues, and general staff.



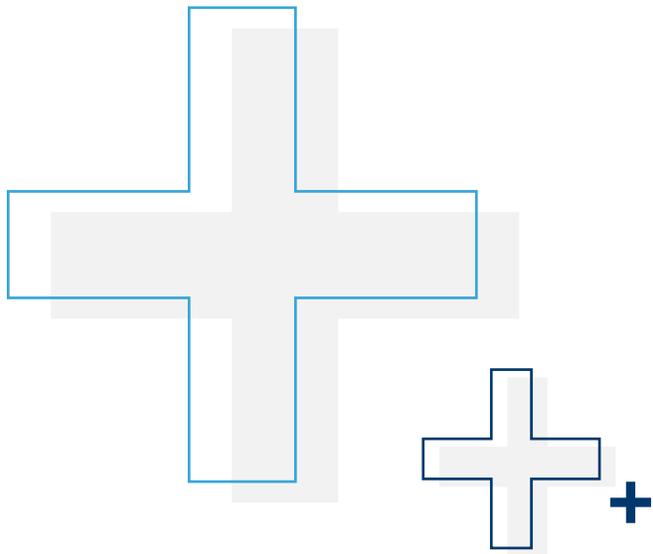
4. Provide peer-to-peer support

Care teams can schedule weekly check-ins to vent about work stressors, discuss available solutions, and provide emotional support.



5. Schedule self-care outside of work

Self-care looks different for everyone. For some it's cooking or going to the gym, and for others it's streaming their favorite series or meditating.



+ ABOUT KanTime

How **better** happens.

Physician well-being is a responsibility shared by healthcare organizations, society, and individuals. To deliver value-based patient care, facilities must first support the invaluable workers who provide it.

At KanTime, we support physicians and care providers by reducing workplace chaos with an organized EMR system that automates and streamlines stress-inducing manual processes, from patient intake to scheduling, billing, and payments.

With our configurable enterprise software solution, we support healthcare workers across all post-acute care types, including hospice, home health, home care, and palliative care.

Support your staff, reduce burnout, and **deliver quality care with KanTime.**



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