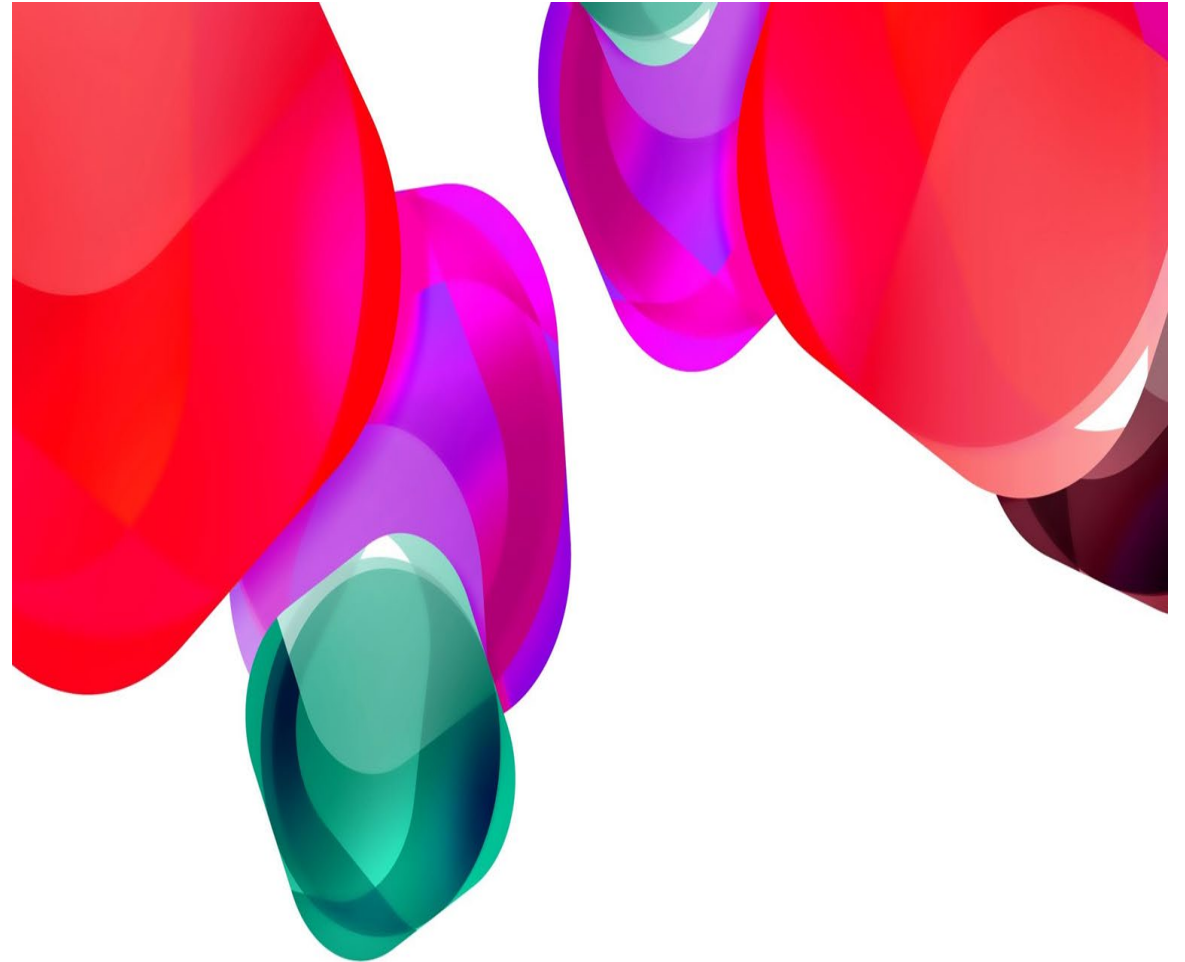

Burnout to Breakthrough

**How behavioral health
organizations build
resilience to refuel**



Barriers for managing and retaining a talented and effective workforce

Salaries are not competitive

Talent is hard to find at the current salaries

Competing healthcare environments

The work is demanding

The work has inherent risks

Occupational hazards:

- **Continuous exposure to the pain & suffering of others**
 - **Potential triggering of the workers own pain & suffering**
 - **Personalization and blurring of boundaries**
 - **Compassion fatigue**
 - **Burnout**
-

What is Burnout ?

Burnout can be a natural consequence of working with people in an empathic and authentic way. It is what may result from working with individuals who have been challenged with mental illness, addiction and trauma.

It interferes with positive job performance and optimal health outcomes for persons served

If not acknowledged and prevented, it can have serious health consequences

BURNOUT

Symptoms include:

- Irritability
- Apathy
- Loss of Motivation
- Fatigue
- Feeling Overwhelmed
- Loss of interest in things one enjoys
- Loss of hope & optimism
- Intrusive thoughts about persons served

We must ask ourselves:

How, as organizations, do we endeavor to meet the expectations of the people we supervise in our behavioral health settings?

How do we keep our workforce interested, motivated and fulfilled in their work?

How do we prevent “burnout” and its associated loss of productivity, negligence risk, and the preventable costs of relentless recruitment and onboarding?



**SUPERVISION IS
KEY...**

**...for preventing
burnout**

**...for delivering
organizational
performance that
promotes the best
health outcomes
for persons
served**

How do leadership and organizational culture mitigate burnout?

