



# Developing an Agency Wellness Plan

**PROS Academy**

Albany NY

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# Research...

- Maslach Burnout Inventory (MBI)
- Areas of Worklife Survey (AWS)

# Problems Associated with Burnout

## Cognitive/Emotional:

Depression

Anxiety

Sleep Disturbances

Impaired Memory

Decreased Empathy

Decreased Attentiveness

Decreased Collaboration

# Problems Associated with Burnout

## Behavioral:

Increased Alcohol Consumption

Negative Attitude

Absenteeism

Turnover

Decreased Morale

Poor Client Outcomes

# Problems Associated with Burnout

## Physical:

Neck and Back pain

Flu-like Symptoms

Gastroenteritis

Circulatory & Respiratory problems

Exacerbated Pre-Existing Conditions



# Organizational Strategies to Counteract Burnout

Workload/Time Management

Role Clarity

Resources

Feedback/Shared Decision Making

Autonomy

Rewards/Incentives



# Individual Strategies for Wellness & Recovery

Grounding, Imagery  
Mind-Body Connection  
Exercise  
Sleep  
Boundaries  
Anger Management  
Communication  
Team WRAP