

## Tackling Clinician Burnout:

### Transforming the Mental Health and Wellbeing of Our Clinical Workforce

The growing rate of clinician burnout predated the Covid pandemic, however Covid became the perfect storm to move clinician burnout to center stage. But has it changed our priorities for how we strive to address the mental health and emotional wellbeing of clinical staff?

For a growing number of staff, what we are calling workplace burnout is mislabeled. There are deeper root causes to their emotional exhaustion that are silently spreading.

More than 50% of our clinical workforce are estimated to be double duty caregivers and this number is steadily rising. *Double duty caregivers* are clinicians who care for patients in the work setting while also caring for loved ones and friends at home. This includes aging parents, siblings, spouses, children, and other loved ones. Furthermore, 69% of employees who care for family outside of work will reduce/modify their work schedule, while 39% will leave the workforce entirely.

As double duty caregivers pivot between patient care and family care, they must continuously negotiate between the expectation of the two roles along with the stressors of meeting the expectations of both. Double duty caregivers are more likely to exhibit compassion fatigue, are more prone to medical error, and more likely to leave the workforce to find mental relief.

#### **Session Outcomes:**

This session will introduce a novel approach for confronting burnout based upon root causes that transcend the workplace. It will lay out processes and techniques used in specific programming for engaging clinical staff on their overall mental health and wellbeing based upon an evidence-based cognitive learning model uniquely applied to double duty caregivers that will empower clinicians to advocate for their mental health and emotional wellbeing. It will discuss concrete steps used by specific programming for effectively confronting mental distress that leads to burnout by increasing an awareness and understanding of it. The session will introduce participants to a unique learning system built specifically for the clinical setting to address the causation of clinician burnout and helps leaders and management engage the clinical workforce in new ways based upon an expanded view of the drivers and root causes for burnout so an organizational tackle burnout with fidelity and impact.

**The session will help participants to:**

- Create understanding of the confluence between the sociological and mental health factors impacting today's clinical workforce
- Identify root causes driving double duty caregiver burnout
- Identify resources and processes that can be brought to bear in a transformative way to meaningfully address workforce mental health and wellbeing and confront the unparalleled levels of emotional exhaustion and compassion fatigue in the clinical workforce.
- Create understanding of the compounding effect of emotional overload of double duty caregivers giving organizations a new blueprint for confronting clinician burnout and compassion fatigue

**Participants will learn how programming can:**

- Create a system designed to increase clinicians' awareness and understanding of root causes driving burnout and the double duty care stressors that compound emotional overwhelm
- Prioritize the mental health and emotional wellbeing of clinicians as a comprehensive retention strategy
- Develop workforce skills to help balance emotions across caregiving domains
- Create a safe space to help clinical staff balance work and home through an awareness and understanding of the compounding stresses associated with double duty distress
- Employ a culturally sensitive approach to assessing causes of burnout
- Create resource seeking behavior by caregivers that supports emotion regulation and coping skills
- Employ a process of engagement that builds peer-to-peer support to assist with self-care and sharing coping skills.
- Install an engagement and training process that will empower the clinical workforce to advocate for their mental health and emotional wellbeing.

**Audience:** C-Suite, nursing and clinical leaders, upper management, leaders of equity and inclusion programs, education program managers, and faculty.

**Speaker:** *Randy Flechsig* is a healthcare consultant and speaker. His accomplishments, applying 30+ years of CEO experience, are shaped by driving organizational change through innovative thinking needed to help organizations navigate change and realize their desired futures. He is accomplished at transforming vision into plans and action steps, community engagement, and rallying organizations and communities around change.