

BURNOUT IS AT EPIDEMIC LEVELS

Transforming Burnout into Well-being

How do we protect the health of the people who work with us?

Based on research of the Harvard Medical School Herbert-Benson Mind Body Medicine curriculum

PROGRAM ABSTRACT

Organizations can be successful only if they are composed of committed, enthusiastic and motivated executives¹ and staff. Pressure on workers has been mounting with the feeling that their needs being met receives very little attention. While the demand for innovation is rising, exhaustion and fatigue is everywhere. There is an increasing rise in number of new hires and directors which requires greater attention and time. According to studies, burnout is on the rise, with nurses complaining of unfavorable work environments and high rates of burnout and turnover across the nation².

Supporting staff and executives mentally and physically is taking a toll on organizational bottomline. It's increasing anxiety, depression, emotional and physical exhaustion and turnover.

This poses a very serious threat to the quality of work, outcomes, the vitality of health, and workforce retention. With burnout in this sector more than twice the rate of the general population — too many are experiencing depression, anxiety and suicidal ideation³. The cost is estimated at \$4.6 billion annually. This burden is attributable to turnover and work-hour reductions.

“Supporting students in mental and emotional distress has taken a toll on my own mental and emotional health.”

1. Wallace JE, Lemaire JB, Physicians wellness, Lancet. 2009
 2. Jama Health Forum, Aiken, Lasater, US Clinician Wellbeing Study Consortium, 2023
 3. Jama Health Forum, Khullar, 2023

“Both academically and professionally this program has improved my experience of every situation that happens. I have come to realize better the responses that I have towards good or bad situations and this way being able to process them better”

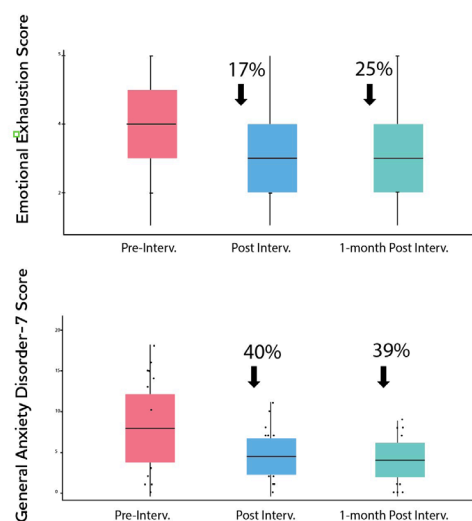
Faculty Perspective
 Benson-Henry Institute for Mind Body Medicine, Mass General

BURNOUT IS GETTING WORSE

- ▶ 52% Healthcare workers report emotional exhaustion¹
- ▶ 51% Healthcare workers report cynicism¹
- ▶ 62.8% physicians report at least one burnout symptom²
- ▶ 69% Female, 57% Male faculty are burned out³
- ▶ 55% Faculty considering leaving or retiring early⁴

1. Meta-analysis of 30 studies - Ghahramani et al, 2021 2. American Medical Association, 2023. 3. American Psychological Association 2023. 4. National Institute of Health.

40% REDUCTION IN GAD-7 SCORE POST INTERVENTION



Dos Santos & Antico, in prep, Adapted from above program, Brewer 2023



TRANSFORMING BURNOUT INTO WELL-BEING

UT HEALTH SCIENCE CENTER SAN ANTONIO

"I would recommend this to everyone. The tools and information given about working with anxiety are ancient and cutting edge simultaneously. The program builds life-long teachings that can be used in any part of one's life..."

This is a vital component of anxiety management."

DOC MTS 2013



PROGRAM HIGHLIGHTS

- ▶ Harvard Medical School curriculum based
- ▶ Podcast 15 min training fits easily in schedule
- ▶ CME's and/or certificate upon completion
- ▶ Pre/Post Self Assessments

CREATING SUSTAINABLE RESULTS

PROGRAM CURRICULUM

KICKOFF

- ▶ Promotional collaterals to promote registration
- ▶ Evidence-based curriculum
- ▶ Addresses importance of providing better patient care
- ▶ Mind-body medicine training support coaching program

ON-DEMAND FORMAT

- ▶ 7 modules to span 7 weeks.
- ▶ 15 min weekly micro training easily fits in schedule
- ▶ Support material include scientific studies and worksheets
- ▶ Pragmatic exercises with real-world vignettes
- ▶ Habit changing tools for sustainable change

THIS PROGRAM ACCOMPANIES COACHING PROGRAM - CREATING A CULTURE OF WELL-BEING

- ▶ Confidentially and individually support staff, clinicians and or faculty to improve performance and bottom-line

MICHELLE ANNE
PROGRAM DIRECTOR