Navigating Nurse Burnout for Improved Outcomes

The latest data shows that nursing is the second-most burned-out medical profession, with 60% reporting burnout in the past month. To develop an effective action plan and provide lasting support, leaders first must be able to identify the drivers of nurse burnout and distress.

60%

60 Percent of Nurses Feel Burned Out

Causes of Burnout

According to a study published by the Journal of Organizational Behavior, burn-out stems from six main causes, often solvable with simple, cost-free solutions:

- **Unsustainable workload**
- **Lack of supportive community**
- **Perceived lack of control**
- **Insufficient rewards**
- **Mismatched values and skills**
- **Lack of fairness**

The authors of that paper concluded that, "While these are all organizational issues, we still prescribe self-care as the cure for burnout. We've put the burden of solving the problem squarely on the shoulders of individual employees."

It's clear that organizations must address these systemic issues, rather than relying solely on individual self-care strategies or resilience training.

Evidence-based solutions

In a recent article titled "Organizational Evidence-Based and Promising Practices for Improving Clinician Well-Being," Sinsky et al. suggest that change requires commitment and work across 6 domains:

1 ORGANIZATIONAL COMMITMENT   **2** WORKFORCE ASSESSMENT   **3** LEADERSHIP

4 POLICY   **5** EFFICIENCY OF THE WORK ENVIRONMENT   **6** SUPPORT

As described in Domain 1: Organizational Commitment, the authors emphasize the need for organizational commit-ment, including resource investment to improve well-being across the organization. One of the vital first steps in that investment is implementing the second domain—a workforce assessment.

The National Academy of Medicine highlights the Well-Being Index as a leading tool to measure and manage burnout effectively, allowing healthcare leaders to:

- **Uncover the drivers of employee distress**
- **Develop and implement a data-backed action plan**
- **Discover the groups most in need of support**
- **Measure the effectiveness of your initiatives over time**

Understanding and mitigating nurse burnout

Addressing nurse burnout requires a systemic approach targeting key drivers like workload and lack of support. By using the latest tools like the Well-Being Index to drive buy-in for lasting organizational change, healthcare leaders can develop data-driven strategies to effectively reduce burnout and improve overall clinician well-being.

To view case studies on how healthcare organizations around the world are gathering actionable data on clinician wellness and putting their ainsights into practice, visit mywellbeingindex.org.

Whether you're working to create buy-in and organizational support or you're searching for the best tool to implement immediately to start supporting your staff, the Well-Being Index team is here to help.