THE HEALTHCARE BURNOUT CRISIS

Data-Driven Solutions for Nurse Burnout

Evidence-Based Strategies
for Nurse Leaders in 2025

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Introducing SE Healthcare

We are at the forefront of preventing burnout and providing wellness solutions for healthcare workers by revolutionizing healthcare with insights based on data and cutting-edge tools.

Visit **www.sehealthcaresolutions.com** to explore our solutions.
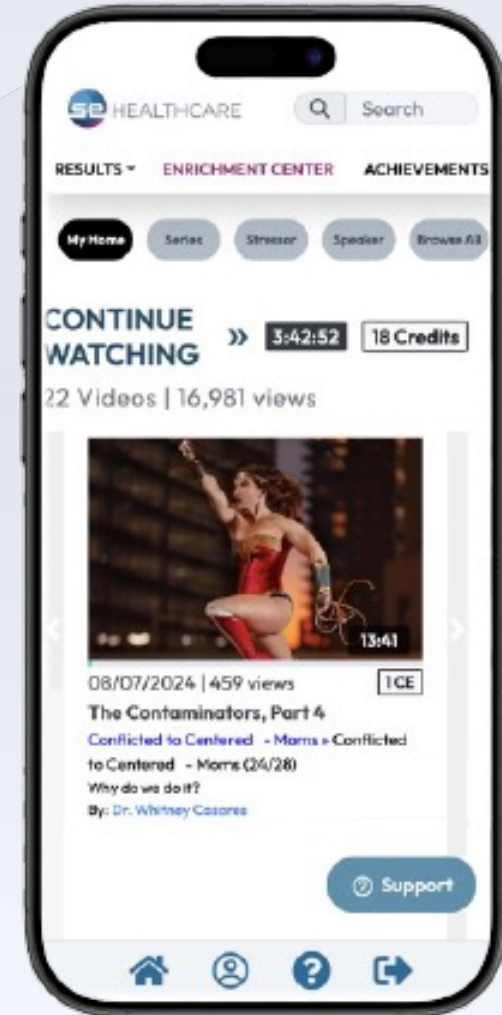
Burnout Prevention Program

- Proven to reduce severe burnout by 35%
- Improve nurse engagement.
- Real-time analytics and dashboards for actionable insights.

Innovative Features:

- **Targeted Microlearning:** Short, impactful modules reduce burnout by 32%
  High engagement: <<<text missing>>>
- **Gamification:** badges, progress tracking, etc.
- **Continuing Education:** CME/CE credits
- **Accreditation:** Meets Magnet®, PTAP, and Pathway to Excellence® standards
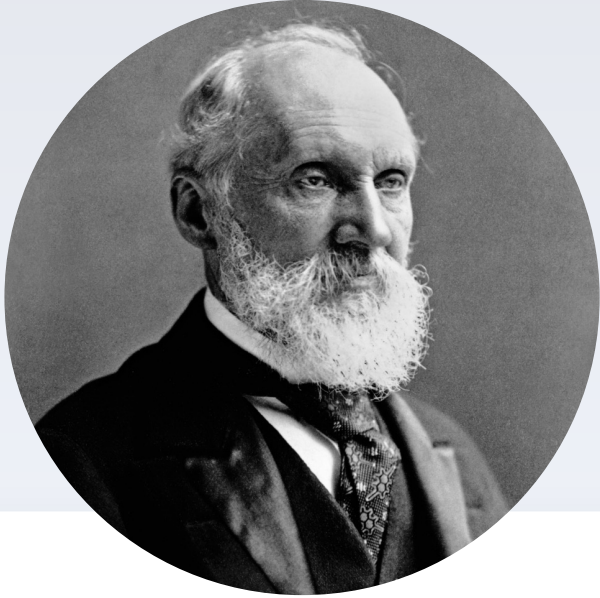
Tangible Financial and Performance Impacts

- **Saves $1.5M annually** in recruitment costs for a single hospital.

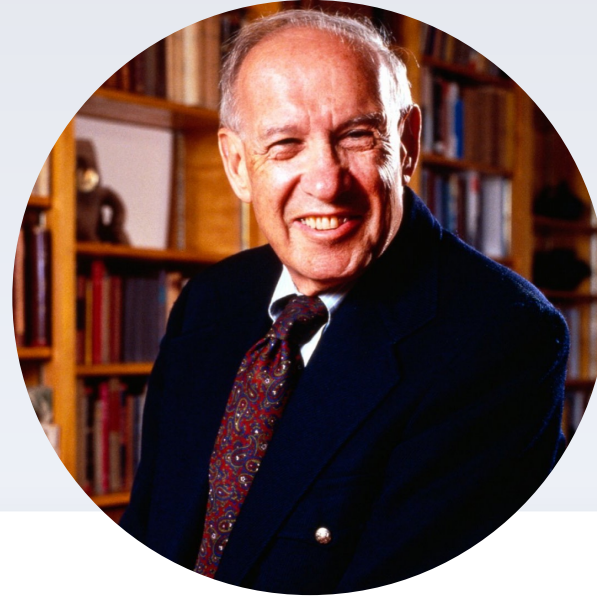- Improves patient outcomes, retention, and satisfaction scores.

If you can't measure it, you can't improve it.

-Lord Kelvin

If you can't measure it, you can't manage it.

-Peter Drucker

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The Importance of Setting Goals: Why it Matters

Boosts Focus and Motivation:
Goals provide a clear direction, helping individuals and teams stay on track and energized.

Supports Well-being:
Goal setting promotes psychological, emotional, and physical wellness through purposeful actions.

Tracks Progress & Accountability:
Measurable goals make it easier to monitor success and adapt strategies as needed.

Builds Resilience & Persistence:
Tackling goals cultivates determination and the ability to overcome challenges.

Enhances Performance & Satisfaction:
Clear, achievable goals drive better results and foster a sense of accomplishment.

Do You Know Your Current Level of Burnout?

70%

Almost 70% of Hospitals and Healthcare systems cannot answer this question

63%

While the immediate pressures of the pandemic eased, the effects lingered, with burnout remaining a key reason for attrition. **63% of nurses still report burnout.**

85%

Burnout has consistently accounted for 85% of turnover intentions, meaning nurses experiencing high levels of burnout are overwhelmingly more likely to consider leaving the profession.

17%
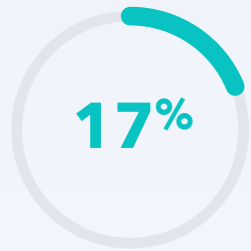
From 2019-2024, **the national turnover rate for nurses has hovered around 17-20%,** with burnout cited as the dominant cause.

Additional Impacts

A study published in JAMA Network Open, which conducted a systematic review and meta-analysis of 85 studies involving 288,581 nurses across 32 countries

QA 10% increase in nurses' intention to leave due to burnout is associated with a 14% rise in patient mortality rates.

Burnout contributes to:

- **Increased medical errors**
- **Reduced patient safety**
- **Lower patient satisfaction**
- **Poorer overall outcomes**

JAMA Network | Open ™

The Cost of Nurse Burnout

Patient Safety:
Burnout increases medical errors, leading to litigation, reputational damage, and additional care costs, further exacerbating financial strain.

Quality of Care:
High nurse turnover driven by burnout can cost hospitals up to $1.5M annually, straining budgets and resources.

Retention Costs:
One nurse costs $37,700 to $58,400, including recruitment, training, and lost productivity.

Top Tools to Assess Burnout and Wellness

Maslach Burnout Inventory (MBI)

- Gold standard for measuring emotional exhaustion, depersonalization, and personal accomplishment.
- Focused on personal, work-related, and patient-related burnout.

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- MBI-based assessment for clinicians
- Real-time, lightweight assessments designed for ongoing monitoring
- Patent pending algorithms and AI stressor analysis

Professional Quality of Life Scale (ProQOL)

- Measures burnout, compassion fatigue, and satisfaction.

Well-Being Index (WBI)

- Developed by Mayo Clinic.
- Measures overall well-being and distress in healthcare professionals.

Oldenburg Burnout Inventory (OLBI)

- Focuses on exhaustion and disengagement across industries.

Single-Item Burnout Question

- Example: "Overall, how often do you feel burned out?"

Have a Specific and Measurable Goal to Reduce Burnout

Goal: Reduce nurse burnout levels by 20% within 12 months, as measured by validated burnout assessment

Steps to Achieve It:

- Implement data-driven burnout tracking tools.
- Introduce flexible staffing models to improve work-life balance.
- Provide mental health resources (counseling, stress management).
- Roll out targeted interventions informed by survey/assessment results.
- Monitor progress with quarterly updates via dashboards.

Key Benefits:

- **Improved Retention:** Lower nurse turnover by 5–7%, saving up to $1.5M annually in recruitment and training costs.
- **Enhanced Patient Care:** Reduce medical errors and improve satisfaction scores by 10%.
- **Financial Impact:** Decrease daily costs of inaction tied to burnout, saving $20K–$31K per day for 1,000 nurses.
- **Boosted Staff Engagement:** Nurses feel supported, leading to a more resilient and satisfied workforce.

"Burnout isn't something that just goes away on its own. It needs to be actively managed and addressed."

–Jennifer Moss

Data-Driven Approach

Assessing your burnout baseline and setting tangible goals for improvement

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What a Data-Driven Approach Answers

What is our level of burnout compared to other systems?

How much does burnout differ by demographics?
(i.e. age, gender, years of experience, unit, role)

What are the root causes of burnout per demographic?

How are our interventions impacting outcomes?

The 5 Modes of Analytics

If your business runs on data, you need analytics to turn it into a competitive advantage. Learn the differences between these five types of analytics

Descriptive
Gives an account of what already occurred over the past days, months and years.

Real-Time
Gives insight into up-to-the-minute data (requires sophisticated data management skills and processes.
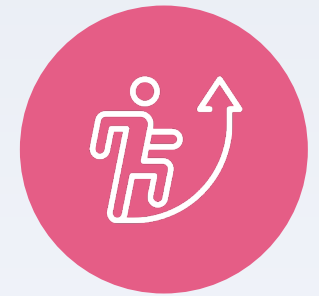
Diagnostic
Looks at why something happened: What went wrong and what went right?

Predictive
Looks at what might happen in the future based on past results, driving future outcomes

Prescriptive
Provides guidance on what to do next.

Burnout Predictive Analytics

Stressor Analysis

- **Identifies root causes of burnout** across departments (e.g., work-load, staffing, emotional fatigue).

- **Predicts trends in burnout** before symptoms escalate, enabling proactive interventions.

Real-Time Data Insights

- Combines frequent, lightweight **surveys (Pulsecheck) with advanced analytics** to monitor burnout trends.

- Uses dashboards to **visualize risks and track progress**.

Targeted Interventions

- Helps healthcare leaders design specific, data-informed **strategies to address problem areas.**

- Examples include improving staffing models, enhancing mental health support, and offering leadership development.

Forecasting Burnout Outcomes

- **Predicts the impact of burnout** on key metrics like turnover, patient satisfaction, and safety outcomes.

- Links burnout reduction efforts to **financial and operational gains**.

Harnessing Artificial Intelligence

How to implement AI and predictive analytics systems for early burnout detection and intervention

Assess Organizational Needs

By conducting a thorough assessment of your organization's needs and defining clear metrics, you can lay the groundwork for an effective AI-powered burnout detection and prevention strategy.

Conduct Baseline Surveys

Gather data on current burnout levels, employee wellness, and workplace stressors through comprehensive surveys.

Identify Burnout Hotspots:

Analyze survey results to pinpoint departments, teams, or roles that are experiencing the highest levels of burnout.

Define Key Metrics:

Establish a set of quantifiable metrics to track the success of your burnout prevention and mitigation efforts, such as burnout levels, turnover rates, and patient safety outcomes.

Adopt an AI-Powered Tool

Analyze Organizational Stressors

Use AI-powered analytics to identify key drivers of burnout within the organization, such as workload imbalances, emotional exhaustion, and lack of support.

Predict Burnout Trends

Leverage predictive models to anticipate burnout risks and identify high-risk teams or departments based on historical data and real-time monitoring.
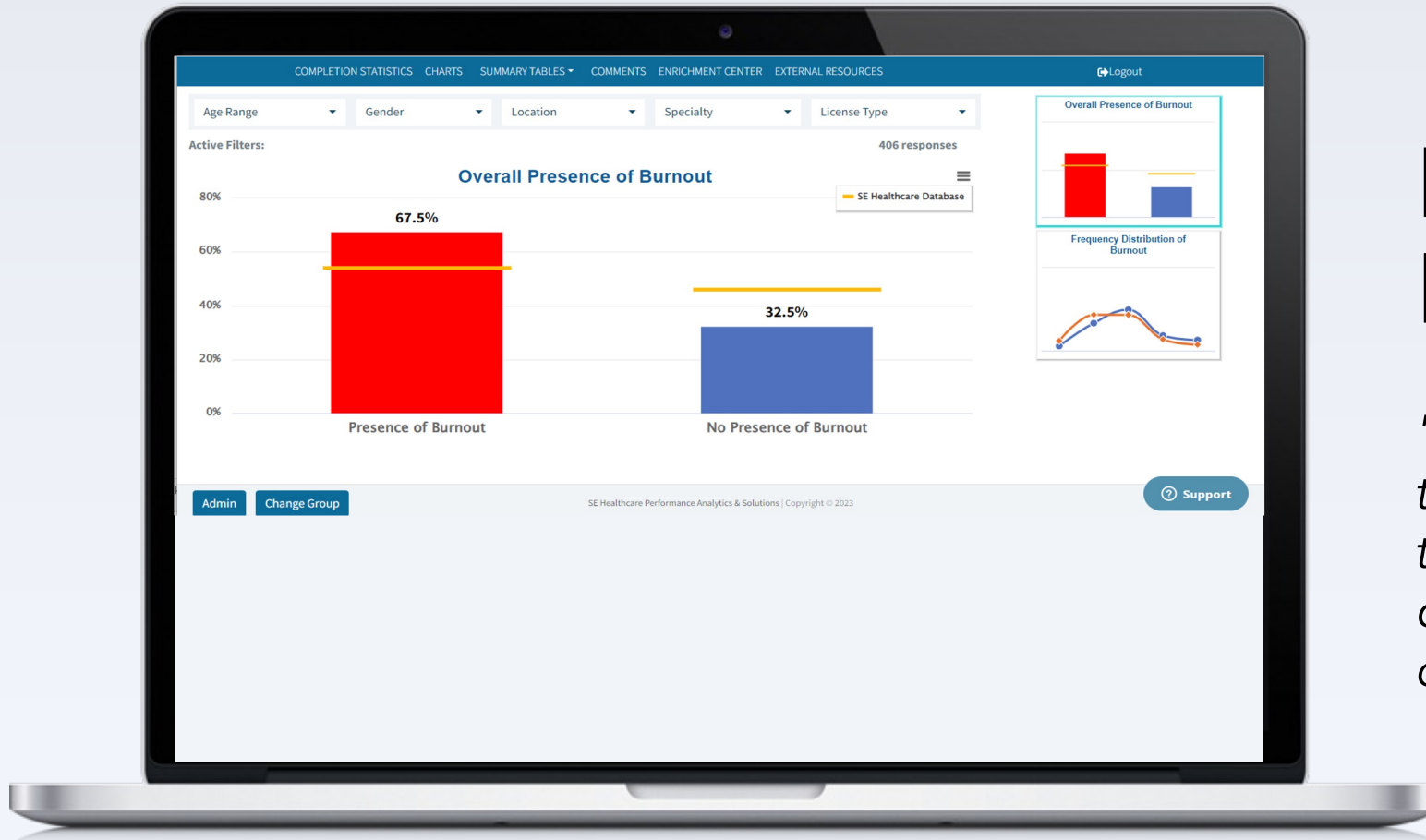
Burnout Data Details

"I rely on SE Healthcare because they provide data and insights that I can't find anywhere else–critical information that truly drives impactful decisions."

Down to the anonymized individual level

Lightweight Burnout Surveys

Implement brief, frequent surveys to continuously assess employee burnout levels and identify emerging trends.

Real-Time Burnout Dashboards

Leverage dashboards to visualize burnout data, pinpoint high-risk areas, & support data-driven decision making.

Integration with HR Systems

Connect burnout insights with employee records, performance reviews, and other HR data to enable a holistic view.

Tie to Operational Metrics

Link burnout data to key performance indicators like patient satisfaction, staff turnover, and safety incidents.

Design Data-Driven Interventions

Target Nurse-Patient Ratio Adjustments

Personalized Mental Health Resources

Focused Workload Balancing

Burnout Risk Assessment Hotspots

Improve Your ROI

The Direct Cost to Replace Nurses Is Staggering…
Not to Mention the Effects on Patient Care or Nurses' Quality of Life

Average Cost to Replace a Registered Nurse:

$52,350

Average Savings Over a Travel Nurse:

$152,000

ROI Inputs

Current Costs of Burnout:

- Nurse turnover rate and replacement cost per nurse

- Daily costs of absenteeism, presenteeism, and errors.

- Patient safety impacts (e.g., litigation costs, readmissions).

Program Investment Costs:

- Implementation cost of the burnout prevention program.

- Staff time required for training and participation.

- Technology or platform expenses (e.g., analytics dashboards).

Projected Savings and Benefits:

- Reduction in turnover rates (e.g., 7% turnover reduction saves up to $1.5M annually).

- Fewer medical errors and better patient satisfaction scores.

- Improved productivity and reduced absenteeism.

Developing Data-Driven Retention Programs Aligned with Standards

Analyze Workforce Data

Use analytics tools to track turnover, burnout, and satisfaction rates.
Identify high-risk departments and root causes of retention challenges.

Align with Standards

Foster transformational leadership by training leaders to inspire and engage.
Promote structural empowerment through shared decision-making and professional development.
Focus on empirical outcomes like improved retention and satisfaction scores.

Implement Targeted Solutions

Adjust staffing ratios to reduce workload stress.
Offer mental health resources and flexible scheduling.
Create leadership pipelines to empower aspiring nurse leaders.

Continuously Monitor and Improve

Use real-time feedback and dashboards to measure intervention success.
Refine programs based on evolving data and staff needs.

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AMERICAN NURSES CREDENTIALING CENTER

ACCREDITED
PRACTICE TRANSITION PROGRAM
AMERICAN NURSES CREDENTIALING CENTER

PATHWAY DESIGNATED
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BURNOUT PREVENTION PROGRAM

Surveys

Data Analytics

Training (CE/LMS)

Wellness Programs

Engagement Tools

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Wellness Programs

Surveys

Data Analytics

Training (CE/LMS)

Engagement Toolkit

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Thank You!

Question? Comments?

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Burnout Prevention for Healthcare Providers