

BREAK FREE FROM BURNOUT

A Nurse Leader's Guide to Improving Nurse Retention and Patient Care Outcomes



The Nurse Burnout Crisis

Nurses are the lifeblood of the healthcare system, delivering essential care, compassion, and expertise to patients around the clock. Their unwavering dedication forms the foundation of medical institutions worldwide. However, the increasingly complex and demanding nature of modern healthcare has given rise to a pervasive and alarming trend: **Nurse Burnout**.

This epidemic of exhaustion and disengagement among nursing professionals poses a dual threat. It not only jeopardizes the well-being of nurses themselves but also compromises the quality and safety of patient care. The ripple effects of burnout extend beyond individual nurses, impacting staffing, team dynamics, organizational efficiency, and ultimately, patient outcomes.





This guide aims to provide nurse leaders with strategies to address nurse burnout to improve retention rates and quality of care.

By implementing these approaches, leaders can create a more supportive and sustainable work environment that not only improves nurse retention rates but also enhances the overall quality of patient care.

PART ONE:

Nurse Burnout by the Numbers



What is Nurse Burnout?

Nurse burnout is characterized by emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment. It manifests in three primary symptoms:



Emotional Exhaustion:

Feeling drained and depleted of emotional resources.

"I don't know how much longer I can keep going like this..."



Depersonalization:

Developing a cynical attitude towards patients.

"I've become critical and sarcastic, constantly venting instead of genuinely caring for those I once felt called to serve."



Lack of Self-Efficacy:

Feeling ineffective and lacking a sense of achievement

"What's the point? Nothing I do seems to matter anymore."

Recent studies highlight the severity of nurse burnout:



Job Turnover

A 2021 KLAS study found that 85% of nurses are contemplating leaving the profession due to burnout.



Severe Staffing Shortages

29% of nurses are considering leaving the profession due to burnout
(American Nurses Association, 2023)



Mental Health Crisis

Nearly 50% of healthcare workers, including nurses, are experiencing burnout symptoms
(National Academy of Medicine, 2023)

The Impact of Burnout



23% of nurses leave their jobs annually due to burnout.



62% or nearly 2/3 of nurses report burnout



69% of nurses under age 25 report burnout.



Replacing a single nurse costs between \$37,700 and \$58,400



Burnout impairs cognitive function, decision-making, and emotional engagement (HHS.gov) (AACN)



Burnout tripled the incidence of medical errors, even in work units that were ranked as safe



Burnout has been declared a national crisis by the U.S. Surgeon General.

Burnout Impact: The Alarming State of Nurse Retention



Exodus on the Horizon

85% of practicing nurses are contemplating leaving the profession.



Mass Departure Looms

800,000 nurses are projected to exit by 2027 due to relentless stress and burnout.



Critical Turnover

National nurse turnover is at 17.2%, with some specialties experiencing rates as high as 27%.



Patient Lives at Risk

A 10% increase in nurses considering leaving correlates with a 14% rise in patient mortality.



Gender Disparity in Burnout

Female nurses are 53% more likely to consider leaving nursing as compared to 32% of their male counterparts.

Problem vs. Dilemma



Even the Most Robust Wellness Programs Have Gaps

Feature	SE Healthcare	Survey Tool	Wellness Programs	Engagement Programs	M
BURNOUT PREVENTION	✓				
MENTAL HEALTH SUPPORT	✓		✓	✓	
EMPLOYEE SURVEYS	✓	✓		✓	
CUSTOMIZED REPORTS	✓	✓		✓	
ACTIONABLE INSIGHTS	✓			✓	
ACCESS RESOURCES	✓		✓		
TRAINING MODULES	✓				
ENGAGEMENT ACTIVITIES	✓			✓	
PERFORMANCE TRACKING	✓	✓		✓	
ANONYMOUS FEEDBACK	✓	✓		✓	
COMPLIANCE TRACKING	✓				
MOBILE ACCESS	✓	✓	✓	✓	
DATA ANALYTICS	✓	✓		✓	
CONTINUOUS MONITORING	✓				
USER-FRIENDLY INTERFACE	✓	✓	✓	✓	

Wellness Programs Fall Short...

McKinsey Report:

Individual interventions like exercise neglect systemic issues like high demands and lack of support, failing to address burnout's root causes.

Blue Cross Blue Shield:

Self-directed solutions like apps and EAPs miss the core issues in organizational culture and job design.

Deloitte Insights:

Wellness programs often fall short by focusing on individual responsibility rather than workplace conditions contributing to burnout.

Deloitte Insights:

Leaders struggle with the disconnect between wellness programs and employee well-being, as these initiatives often don't address key burnout sources like workloads.

Participation Gaps:

Less than 25% of employees engage with wellness programs, due to high workloads, lack of time, and perceived irrelevance.

Barriers to Engagement:

Low participation is worsened by privacy concerns, mistrust in program effectiveness, and skepticism about motives.

What we hear from other nurse leaders

- Our wellness program has gaps and is underutilized
- We don't know the root causes of burnout
- We don't have a way to tailor a solution to a location, unit, or person
- We pay more than \$1,000 per nurse in CE credits per year
- Although turnover is improving, it's still higher than we want and certain units and specialties are over 20%
- I'm not 100% confident I know our rate of burnout



**This doesn't have to be.
There is now an alternative.**



**This doesn't have to be the case.
There is now an alternative.**

Empower Nurse Excellence



Data-Driven Insights

Advanced analytics to identify and address nurse burnout, empowering leaders with actionable data.



Comprehensive Wellness

Holistic programs include micro-content and personalized tools, offering ongoing support through an easy-to-use digital platform.



Integrated Solutions

Addressing both organizational issues and individual needs, promoting better staffing, work-life balance, and mental health support.



Accreditation Alignment

Meets Magnet, Pathway to Excellence, and PTAP standards, driving excellence in nursing care and staff well-being.



CE Credit Opportunities

Offers educational content with CE credits, helping nurses grow professionally while combating burnout.

Results Can Be Different



Reduced the highest level of burnout by 35%



52% of Nurses Reduced Burnout Using the Program



86% Used the Strategies at Work or Home

How to Get the Data

The SE Burnout Prevention Assessment:



Efficient & Effective:

One-question survey matches MBI's accuracy with minimal time required.

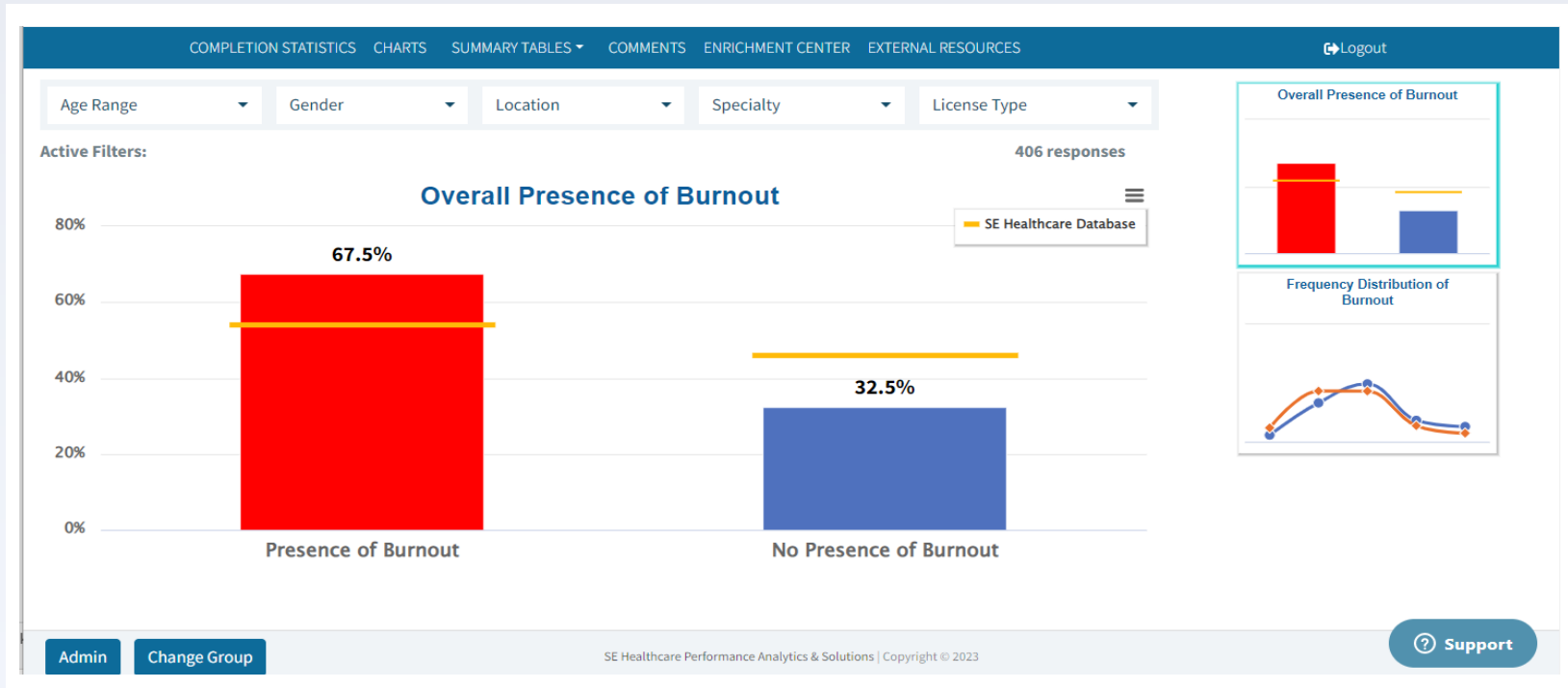
High Participation:

Delivers results comparable to MBI, ensuring broad and reliable data.

Time & Cost Savings:

Enables frequent assessments and resource reallocation without quality loss.

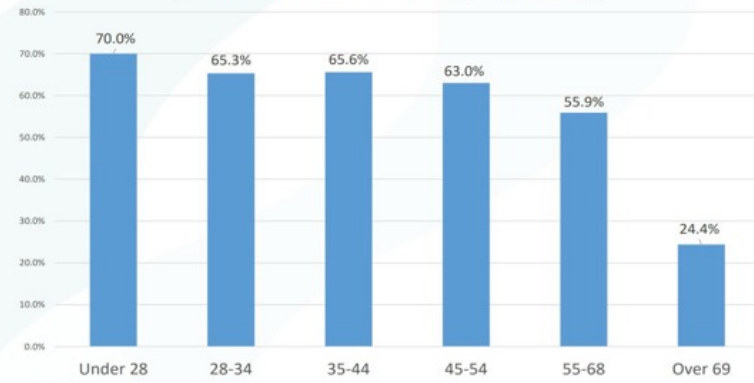
Burnout Data Details



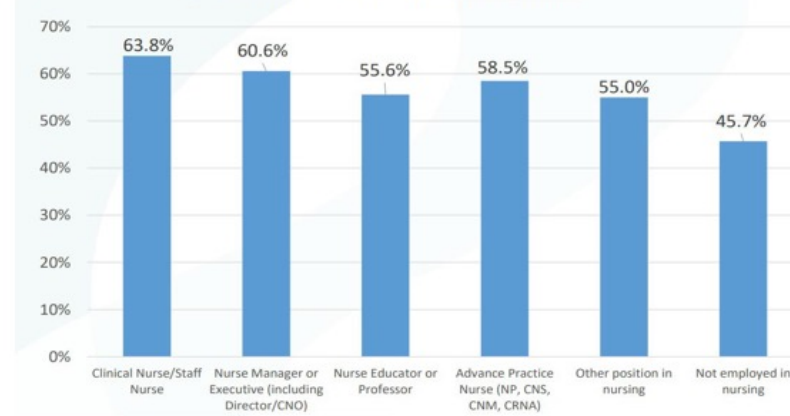
"I rely on SE Healthcare because they provide data and insights that I can't find anywhere else—critical information that truly drives impactful decisions."

At the unit and location level

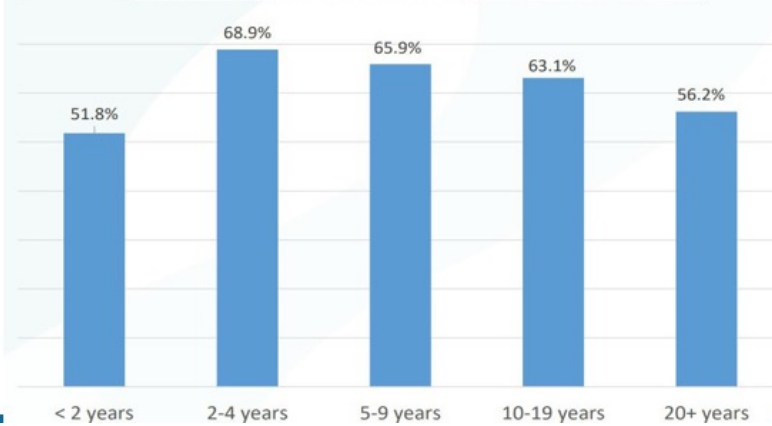
Percentage of Burnout by Age Range



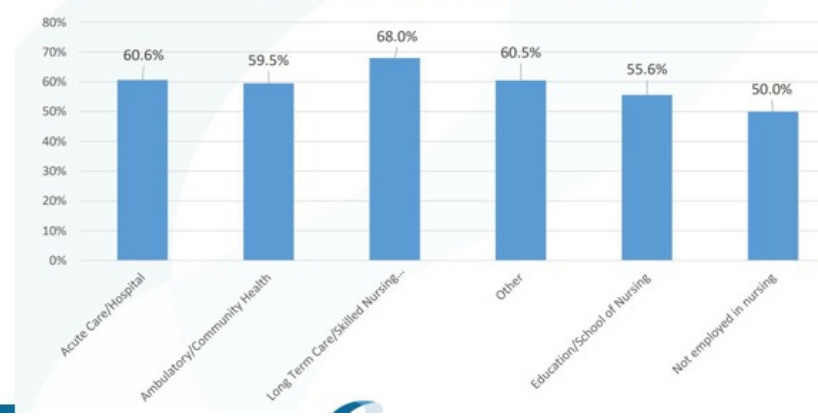
Percentage of Burnout by Role



Percentage of Burnout by Years in Nursing



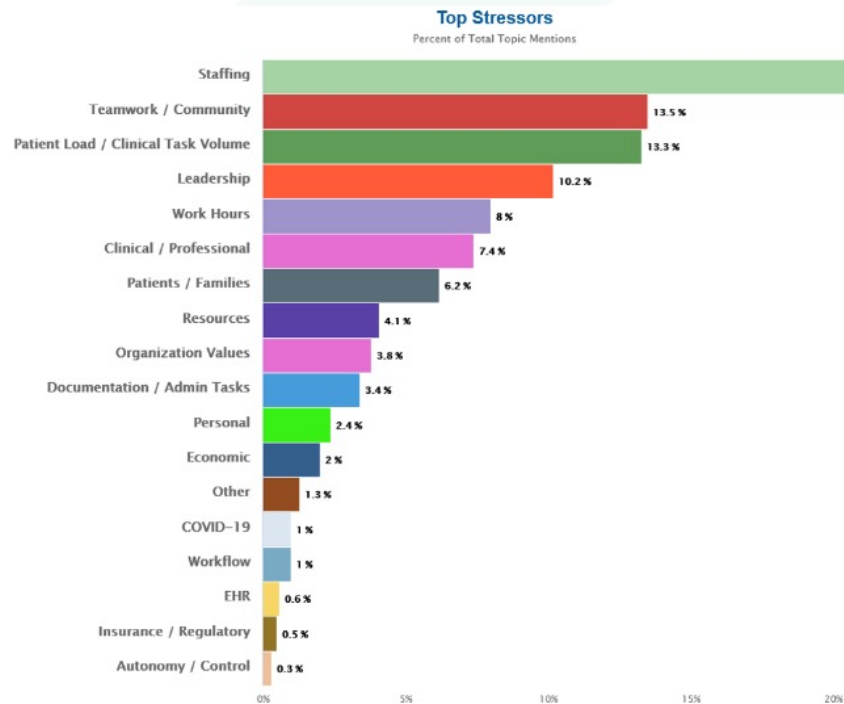
Percentage of Burnout by Location



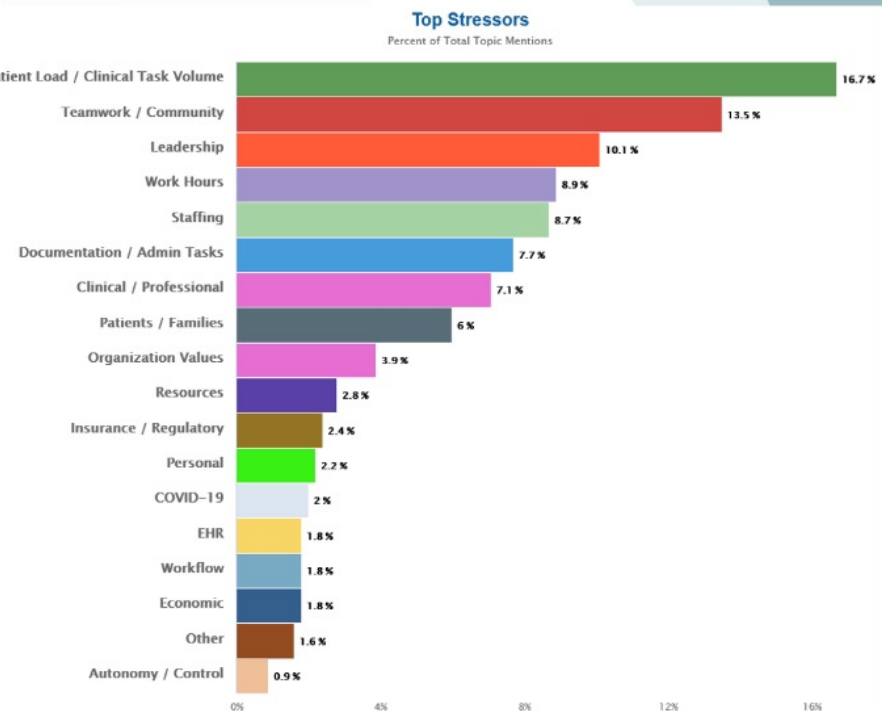
And found the root causes of burnout...

AI Stressor Data Analysis

Clinical/Staff Nurses – All Stressors



Advanced Practice Nurse – All Stressors



Comments: Teamwork

- My coworkers/supervisors.
- The feeling of having to be perfect and never make mistakes or else the other shifts gossip and create a passive-aggressive work environment.
- Lack of communication and personality differences.
- Miscommunication and/or gossiping.
- When coworkers cause conflict.
- Communication
- Working sort staffed with lazy coworkers.
- When the staff that are relieving me don't finish their tasks for their shift and pass it on to me. Adds a lot of stress when my shift barely started. I understand teamwork and helping others but there has to be a limit.
- Constant lack of communication between staff or lack of help.
- Other employees not pulling their weight.



Enrichment Center Digital Library

"Microlearnings are effective because they deliver focused, easily digestible content that fits seamlessly into busy schedules, enhancing retention and immediate application."

The screenshot displays the 'Welcome to the Enrichment Center' page. It features a grid of program cards. The top row includes 'Burnout Prevention Program - Physicians' with Dr. Dike Drummond, 'Burnout Prevention Program - Nurses' with Dr. Andrea Coyle, and 'Burnout Prevention Program - Resident Physicians' with a group photo. The bottom row includes 'Surviving Adverse Outcomes or Malpractice' with Dr. Stacia Dearmin, 'Money, Stress and You' with Shane Tenny, and 'Diversity, Equity & Inclusion' with a group photo. Each card includes a bio link, an 'About the Series' section, and a 'Read More' link.

Welcome to the **Enrichment Center**

Burnout Prevention Program - Physicians
Dike Drummond, MD
[Bio](#)
About the Series
The content within the Physician Burnout Prevention Program was informed by over a decade of coaching over 40,000 physicians and 175 corporate clients.
[Read More](#)

Burnout Prevention Program - Nurses
Andrea Coyle, DNP, MHA, NE-BC
[Bio](#)
About the Series
The principal content developers for The Nurse Burnout Prevention Program are Dr. Dike Drummond and Dr. Andrea Coyle.
[Read More](#)

Burnout Prevention Program - Resident Physicians
About the Series
Residents face challenges contributing to burnout that are both unique and common to all physicians.
[Read More](#)

Surviving Adverse Outcomes or Malpractice
Stacia Dearmin, MD
[Bio](#)
About the Series

Money, Stress and You
Shane Tenny, CFP
[Bio](#)
About the Series
For too many health care providers,

Diversity, Equity & Inclusion
About the Series
This series openly discusses a variety of

Effortless Access to Essential Resources: Simplify Learning and Growth

"By far, this is the best CE program that I have participated in over the course of 40+ years of nursing."

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ENRICHMENT CENTER VIDEO EXAMPLES

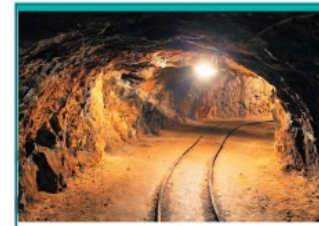


Stress vs Burnout

Notice the tipping point between simple stress and burnout.

0.5 Contact Hours

BB-102 • 5:47 min Video



Canary in a Coal Mine

The best deterrent to burnout are twin strategies: one for the canary and one for the coal mine, operating simultaneously.

0.5 Contact Hours

BB-110 • 5:53 min Video

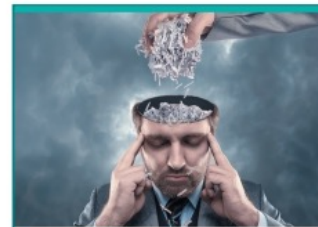


Building Your Ideal Nursing Practice

These three steps are the key to a long, fulfilling career and the lifelong prevention of burnout.

0.5 Contact Hours

BB-111 • 6:27 min Video



Take Out the Head Trash

Five changes in awareness that enable the burnout prevention tools to work.

0.5 Contact Hours

BB-115 • 10:00 min Video



How to Reach Out to a Colleague in Distress

If you are concerned, your outreach could save their life.

0.5 Contact Hours

BB-113 • 4:00 min Video



When Venting is Dangerous

When venting is not healthy and what to do about it.

0.5 Contact Hours

BB-114 • 3:31 min Video

CE Credits Earned

Individual Video Content

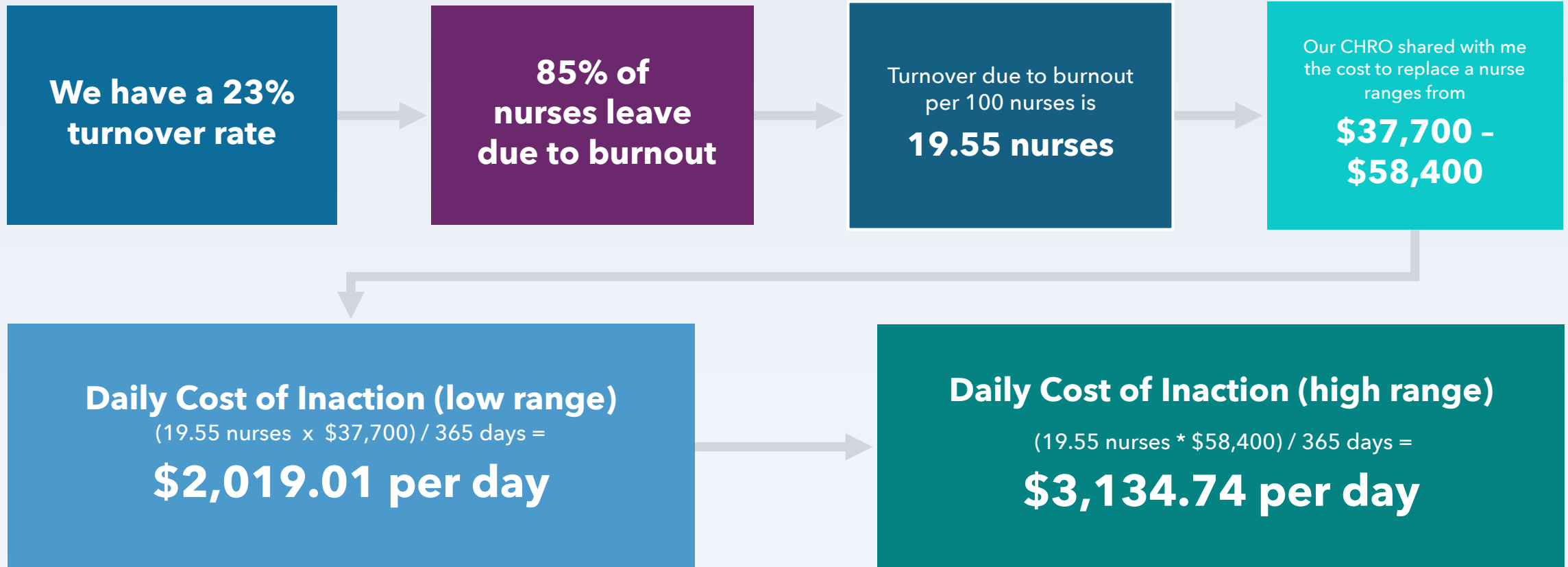
The screenshot displays the SE Healthcare Enrichment Center interface. At the top, it says "Welcome to the Enrichment Center". Below this is a navigation bar with options like "COMPLETION STATISTICS", "CHARTS", "SUMMARY TABLES", "COMMENTS", "ENRICHMENT CENTER", and "EXTERNAL RESOURCES". The main content area features a grid of video thumbnails. One video, "Step Out of Your Whirlwind", is highlighted. Its description reads: "No problem can be solved from the same level of consciousness that created it. In this lesson, we invite you to step out of the daily whirlwind of your practice. It is only from outside this whirlwind that you can see patterns and choose new actions to will build a more ideal practice, whether you are burned out or not." The video details are: Type: Video | Lesson: Intro-004 | Duration: 3:49. Below the video player is a "Watch Video" button. To the right of the video player are sections for "LEARNING OBJECTIVES" (1. Gain an understanding of perspective changes inside versus outside the whirlwind of your practice and its everyday demands. 2. State 3 insights gained when you "step away from the whirlwind".), "RECOMMENDED READING" (Blogpost: The Whirlwind of the Practice of Medicine - Seven Ways to Step Out), and three action buttons: "Claim CME Credit", "Step Out of Your Whirlwind Worksheet", and "Give Feedback". On the right side of the interface, there are three document thumbnails: a "Certificate of Participation", a "CE Credits" summary, and a "Step Out of Your Whirlwind" worksheet.



Improving Job Satisfaction and Team Resilience



How much is inaction costing you?



SE Healthcare's Burnout Prevention Program:



**Reduce
Turnover**



**Reduce
Absenteeism**



**Reduce
Liability Risk**



**Identify Top
Stressors Causing
Burnout**



**Greater Data
Analytics to
Mitigate Top
Stressors**

Engaging Leadership in Burnout Prevention Efforts



COMPLIMENTARY BURNOUT ASSESSMENT:

Do you know the impact that nurse burnout is having on your organization?

We're offering a unique opportunity to assess the state of burnout in your nursing staff—at no cost to your organization.





Q&A Session

