

# Understanding Mental Health & Burnout For Health Care Professionals

## Multiple Causative Factors Of Burnout<sup>1</sup>



### SOCIETAL

- Politicization of public health
- Mental health stigma
- Health misinformation
- Concerns regarding lack of health care professionals to provide sufficient quality care
- Cultural dismissal and/or shaming of mental health concerns<sup>2</sup>



### HEALTH CARE SYSTEMS

- Government regulations
- Burdensome paperwork
- Misaligned reimbursement
- Insufficient support for health care professionals



### ORGANIZATIONS

- Lack of support from leadership
- Disconnect between values and decision-making



### WORKPLACE ENVIRONMENT

- Limited autonomy and flexibility
- Insufficient time with individuals needing care
- Lack of attention to health professional well-being

## Consequences Of Burnout For Health Professionals<sup>3</sup>

### PHYSICAL & EMOTIONAL SYMPTOMS

- Insomnia, exhaustion, heart disease, diabetes
- Anxiety, depression, and substance abuse



1

### POTENTIAL HARM FOR PATIENTS

- Lower quality patient care with delays in diagnosis and care
- Medical error potential



2

### EFFECTS ON HEALTH SYSTEMS

- Workforce shortages
- Provide fewer services
- Potential for malpractice, decreased patient satisfaction



3

### EFFECTS ON SOCIETY

- Lack of trust
- Poor health outcomes
- Loss of preparedness for public health crisis



4

## Thriving At Work: Building Workplace Mental Health & Well-Being<sup>4</sup>



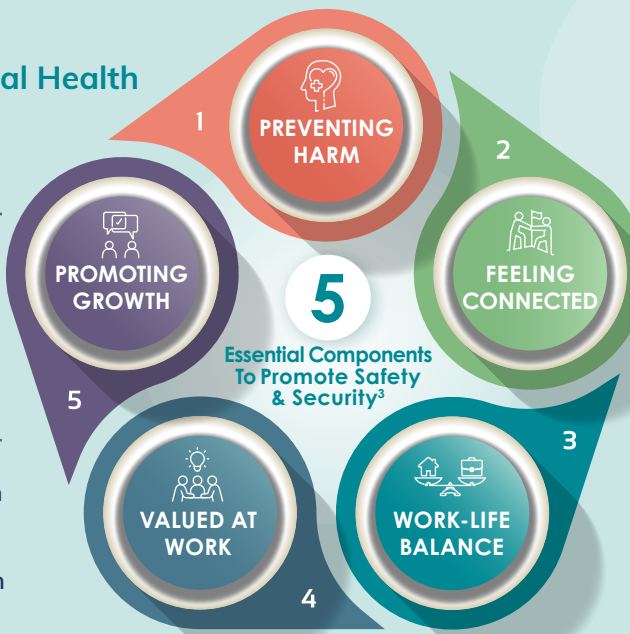
### Promoting Growth

- Provide quality education, mentoring, and career advancement opportunities
- Give relevant feedback and emotional support



### Valued At Work

- Promote a living wage
- Employee engagement in decision-making
- Build workplace culture of gratitude aligning with organization's mission



### Preventing Harm

- Prioritize physical and psychological safety
- Support mental health services
- Include diversity, equity, inclusion, and accessibility into policies and programs



### Feeling Connected

- Cultivate trust, collaboration, and teamwork



### Work-Life Balance

- Provide flexible scheduling, and paid leave
- Encourage autonomy of work practices when appropriate
- Respect employees' non-work time

#### References:

1. Factors Associated with Burnout Among Health Workers. Office of the U.S. Surgeon General. <https://www.hhs.gov/surgeongeneral/priorities/downloads/health-worker-burnout-factors.pdf> Accessed February 2023.
2. Challenging Multicultural Disparities in Mental Health. NAMI. (2017, July 10). <https://www.nami.org/blogshami-blog/july-2017/challenging-multicultural-disparities-in-mental-he>

3. Health worker burnout Can have many Negative Consequences. Office of the U.S. Surgeon General. <https://www.hhs.gov/surgeongeneral/priorities/downloads/health-worker-burnout-consequences.pdf> Accessed February 2023.
4. Five Essentials For Workplace Mental Health & Well-Being. Office of the U.S. Surgeon General. <https://www.hhs.gov/sites/default/files/five-essentials-workplace-mental-health-well-being.pdf>

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