



Provider Burnout: Facing it, Overcoming it and Reinventing Our Own Quality of Life

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NY Association of Psychiatric Rehabilitation Services (NYAPRS)

- Advocacy: System, Social, Policy, Legislative, \$
- Education: Enews, Webinars, Forums, Events
- Training and TA to peers, providers, agencies, MCOs, health homes in NY and nationally....
- Employment & Economic Self Sufficiency campaigns
- Cultural Competence initiatives
- Peer Service Innovations



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Learning Objectives

- Participants will increase their understanding of what provider burnout is and what its root causes may be in their particular setting
- Participants will learn and practice some wellness techniques to combat their own as well as their staff's provider burnout

Research...

- Maslach Burnout Inventory (MBI)
- Areas of Worklife Survey (AWS)

Problems Associated with Burnout

Cognitive/Emotional:

Depression

Anxiety

Sleep Disturbances

Impaired Memory

Decreased Empathy

Decreased Attentiveness

Decreased Collaboration

Problems Associated with Burnout

Behavioral:

Increased Alcohol Consumption

Negative Attitude

Absenteeism

Turnover

Decreased Morale

Poor Client Outcomes

Problems Associated with Burnout

Physical:

Neck and Back pain

Flu-like Symptoms

Gastroenteritis

Circulatory & Respiratory problems

Exacerbated Pre-Existing Conditions



Organizational Strategies to Counteract Burnout

Workload/Time Management

Role Clarity

Resources

Feedback/Shared Decision Making

Autonomy

Rewards/Incentives



Individual Strategies for Wellness & Recovery

Grounding, Imagery
Mind-Body Connection
Exercise
Sleep
Boundaries
Anger Management
Communication
Team WRAP

Thank
You

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