

Reframing Well-Being in Healthcare Workplace Culture

You Are Not Alone

OVER
50%

Over 50% of mental health professionals report moderate or high burnout.

76%

76% of health workers report exhaustion and burnout.

69%

69% of clinicians who report burnout do not feel valued.

Four Key Pillars of Well-Being

Awareness

Being fully aware of what you're doing, whom you're with, and of your feelings, thoughts, and emotions.

Insight

Understanding how your emotions, thoughts, beliefs, and other factors shape your experiences.

Connection

Kinship toward others that promotes supportive relationships and caring interactions.

Purpose

Having a sense of clarity about personally meaningful aspirations and values that can be applied in daily life.

What Burnout Looks Like



EMOTIONAL EXHAUSTION

Feeling emotionally drained.
Lacking emotional resources
to cope with your experiences

DEPERSONALIZATION

A negative and detached
response to other people. An
inability to connect with others'
experiences.

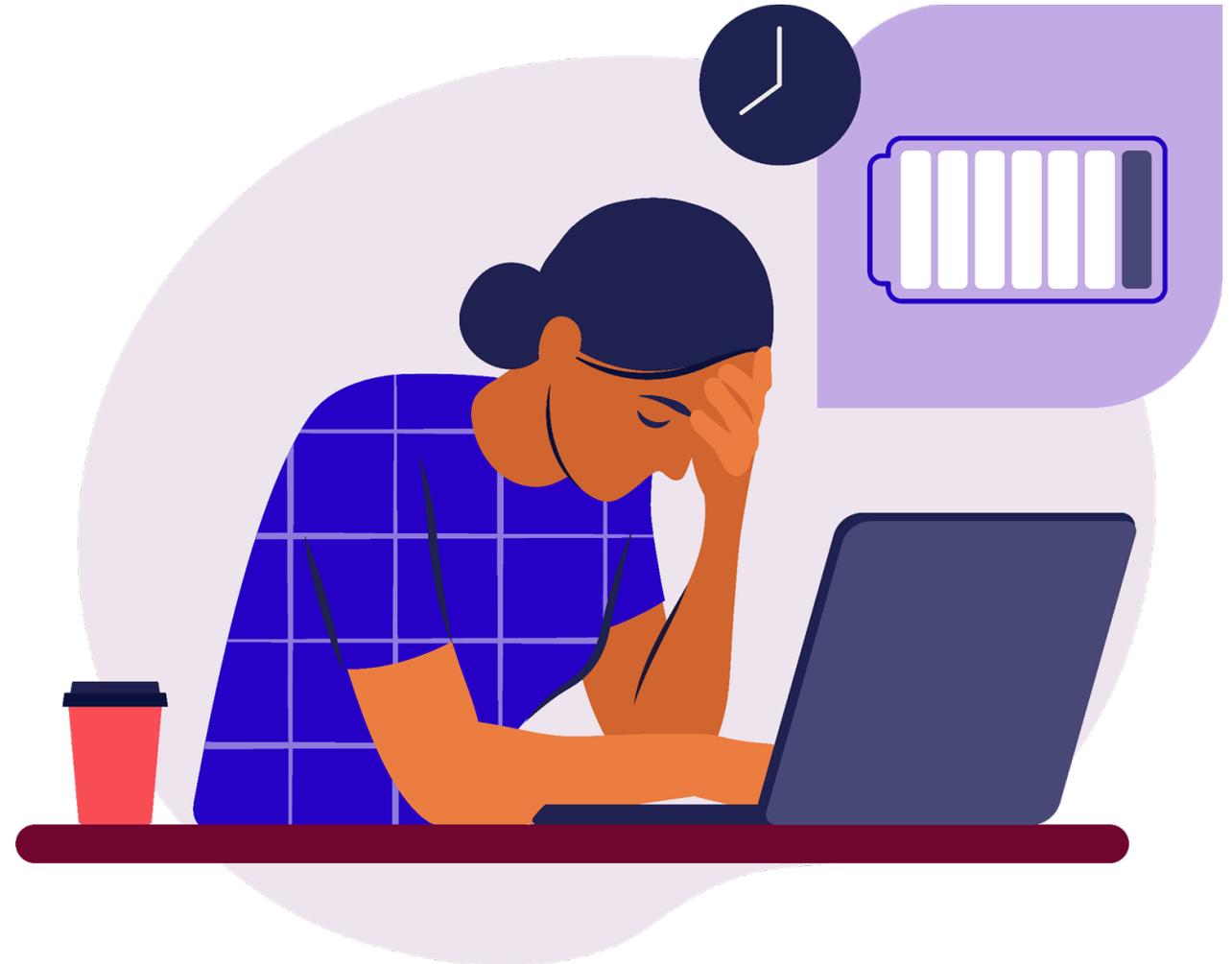
LOW SELF-EVALUATION

A low sense of personal
accomplishment, competence,
and performance at work.

Reframing Burnout

Burnout blames the individual.

Moral Distress is the experience of internal and/or external constraints challenging healthcare professionals' judgments on what's right.





Be
Present.

MINDFULNESS

Being a reporter to your present moment experience.

THINK ABOUT

- How are you?
- Are you ok?
- How do you notice suffering in your body and how can you respond?



Be
Connected.

COMMON HUMANITY

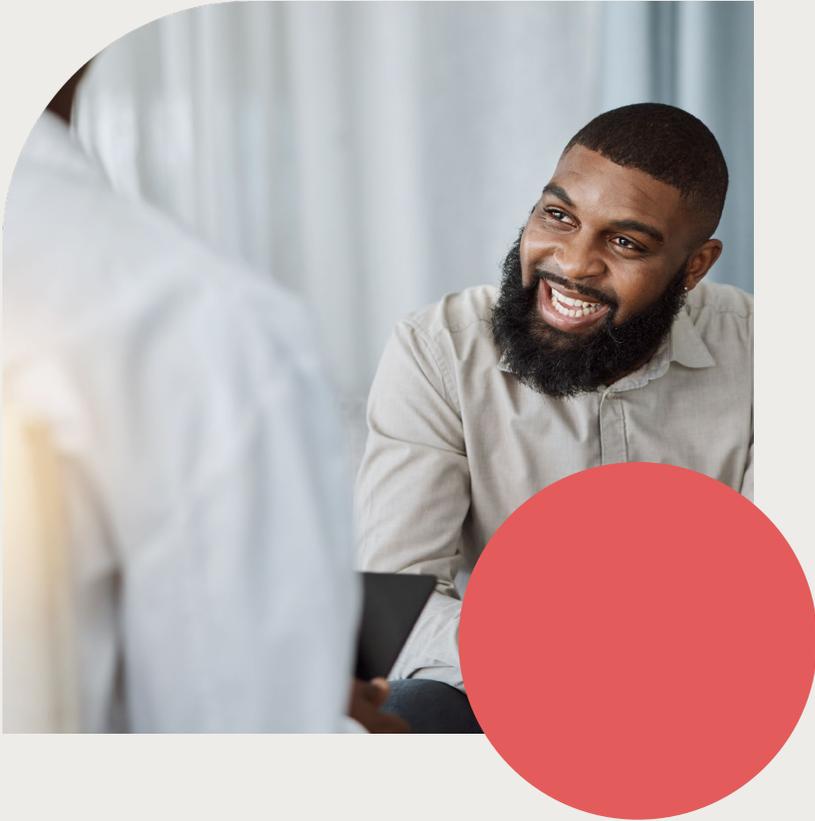
Noting that:

- suffering
- imperfections
- mistakes
- failures
- tragedy

are all part of the shared human experience.
It is not happening to you alone.

THINK ABOUT

- What is the culture of your workplace?
- What support are you looking for?
- How can you challenge yourself to build community?
- Where are your boundaries?



Be
Loving.

SELF-KINDNESS

Instead of being harshly critical, offering love to ourselves in the moment, just as we would to a friend who is suffering.

THINK ABOUT

- How do you respond to suffering in a friend?
- What are the kindnesses you give/receive and how can you create them for yourself?
- What are your expectations and where may they be too critical?
- Where can you relax your expectations to represent more humanity, imperfection, and kindness?

Creating Better Systems



ADVOCATING FOR NEEDS

Be proactive vs. reactive.

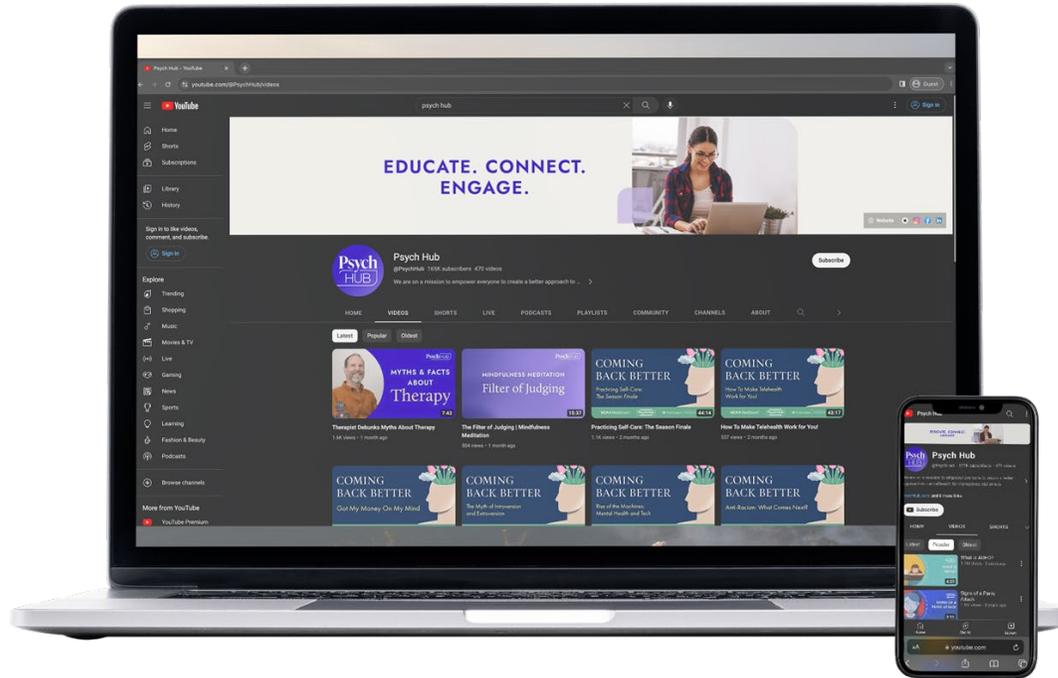
BEING OPEN ABOUT CHALLENGES

Give freedom for honesty.

CREATING SPACE TO BE HUMAN

Remember everyone is fighting their own battles.

Resources to Demystify Mental Health

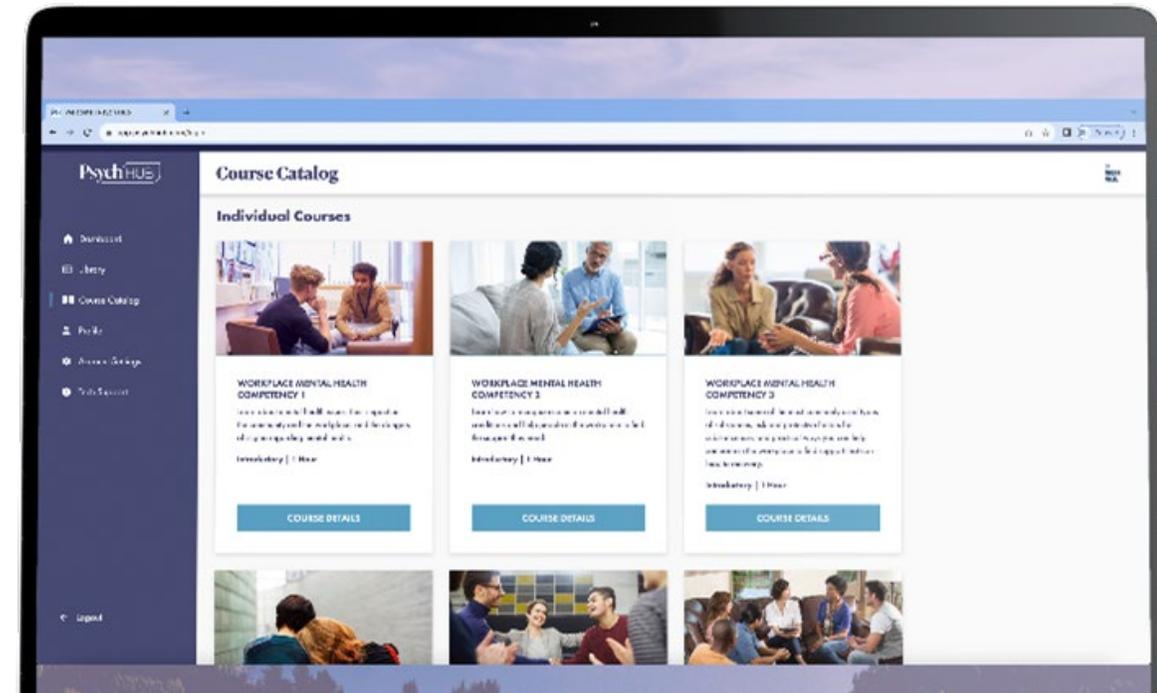


COURSES, SHORT VIDEOS, AUDIO & VIDEO PODCASTS, AND SUPPLEMENTAL LEARNING MATERIALS

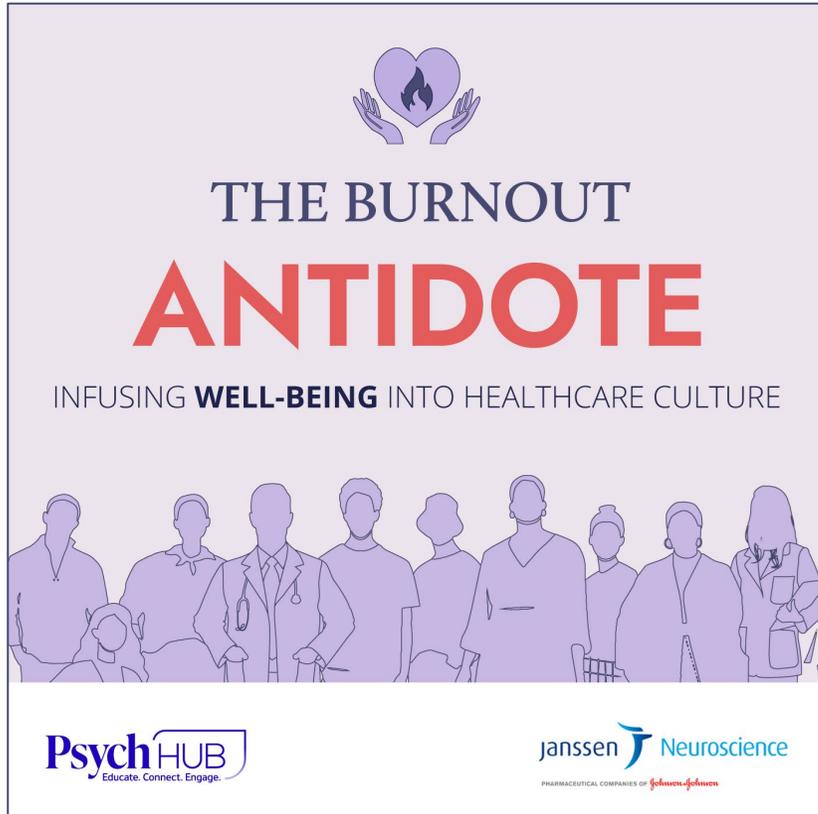
All Available On Our Platform

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The Burnout Antidote

INFUSING WELL-BEING INTO HEALTHCARE CULTURE

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