

# Burnout in CRNAs and NARs

CANA Wellness Committee (CWC)  
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## Disclosures

We have no disclosures and no financial gain or incentive for presenting on this topic. This is an educational presentation for CRNAs, NARs and anyone interested in the anesthesia profession.

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## Objectives

- Ability to state the definition of burnout
- Describe the causes of professional burnout
- Describe the stages of burnout
- Develop the ability to detect or discover burnout in themselves and colleagues
- Brainstorm a plan for combatting or treating professional burnout using tips and strategies discussed in this presentation

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## What is Burnout?

- World Health Organization defines burnout as "a syndrome resulting from unmanaged, chronic stress in the workplace, characterized by emotional exhaustion, disengagement, and decreased professional worth" (Lea et al, 2022)
- First observed in 1974 by clinical psychologist Dr Herbert Freudenberg after noticing exhaustion, labile emotions and withdrawal among mental health professionals



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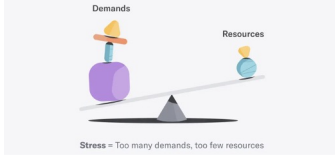
## Burnout Statistics

- According to the April 2022 AANA Journal article on burnout, close to 40% of CRNAs reported high levels of occupational burnout during the pandemic. Approximately 80% reported high levels of disengagement along with exhaustion
- American Journal of Nursing found that nurses who experience burnout are twice as likely to have thoughts of suicide
- Spok, a global leader in healthcare communications, reported that 96% of clinicians have experienced burnout

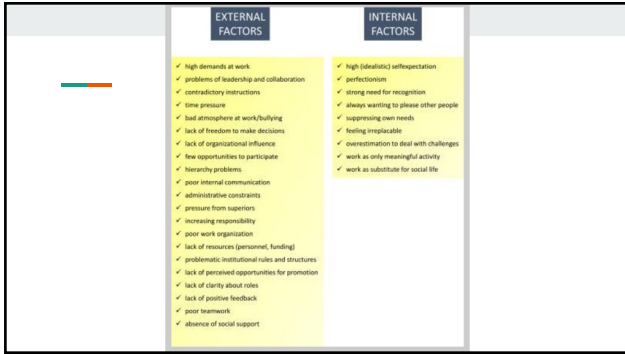
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## Risk Factors and Causes of Burnout

- Professionals involving extensive interaction with people carry high risk
- Drs Christine Maslach and Michael Leitner identified six sources of burnout
  - Work overload
  - Insufficient reward
  - Lack of control
  - Conflict of values
  - Breakdown in community
  - Absence of fairness
- Personal factors



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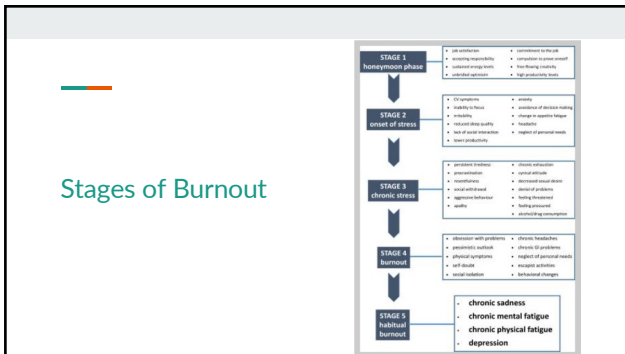


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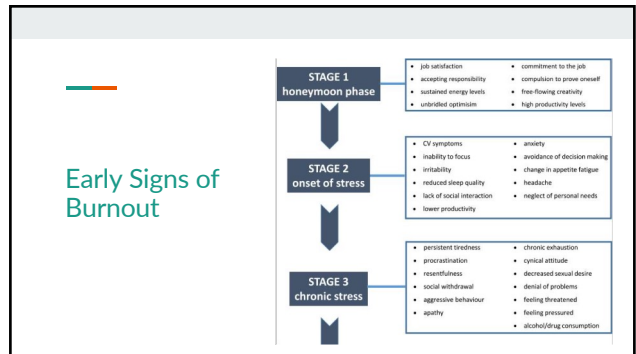
### Why are Health Professionals at High Risk?

- High levels of stress and high expectations
- Expected to perform at a high level
- Work with people during stressful experiences and suffering
- Chronic staffing shortages and overworking
- Changes in US healthcare system: time pressures, lack of resources, difficulties with technology, work-life imbalance

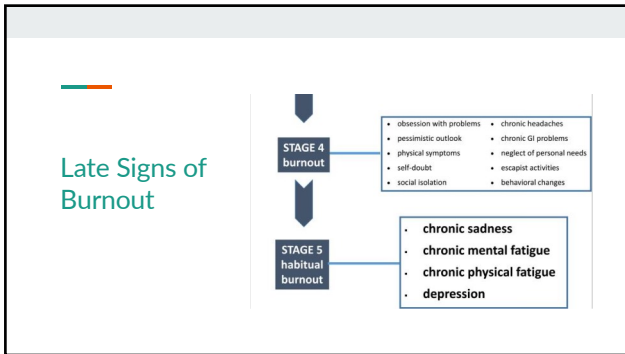
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### Impact of Burnout

- Job dissatisfaction
- Absenteeism
- Turnover
- Cynicism
- Medical errors, suboptimal care
- Repercussions in personal life

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**Individual Mitigating strategies**

- Use time off when you have it
- Lean on peer support
- Reframe how you look at work - try to find the value and purpose of it
- Find balance between work and other things that help you feel a sense of purpose - friends, family, hobbies, volunteer work
- Ensure plenty of sleep, movement and healthy fueling
- Limit alcohol use
- Focus on mental health



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**Moving Forward**

- CRNAs are resilient
- Keep educating and checking in with yourself and peers
- Protect time away from work
- Individual efforts are only a piece of the solution - suggest strategies to leaders to help improve work loads, organize activities for colleagues outside of work, educators can also include information on burnout to student

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**One Minute Meditation**

<https://www.youtube.com/watch?v=c1Nfvm-JsOg>

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**References**

Lea, J., Doherty, I., Reede, L., & Mahoney, C. (2022). Predictors of Burnout, Job Satisfaction, and Turnover Among CRNAs During COVID-19 Surging. *AANA Journal*, 90(2). [https://www.aana.com/docs/default-source/aana-journal-web-documents-1/lea-r.pdf?sfvrsn=71269756\\_5](https://www.aana.com/docs/default-source/aana-journal-web-documents-1/lea-r.pdf?sfvrsn=71269756_5)

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