

# 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

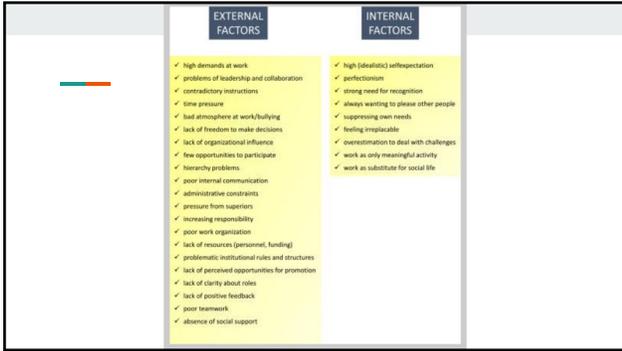
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## Risk Factors and Causes of Burnout

- 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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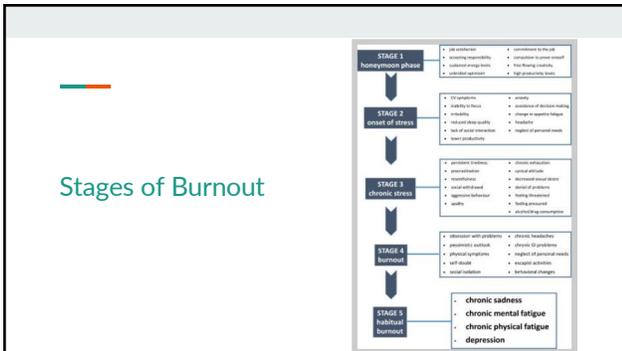


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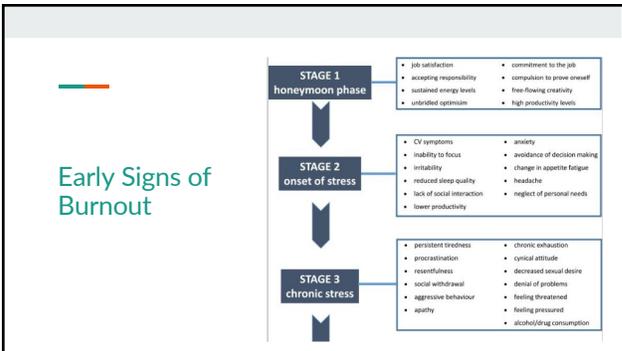
### Why are Health Professionals at High Risk?

- 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

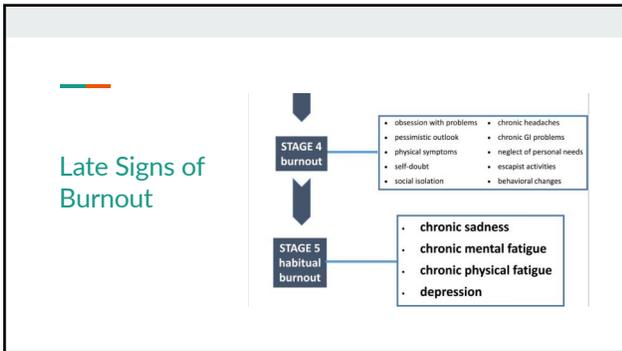
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### Impact of Burnout

- 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=c1Nfdvm-ls0e>

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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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