

Burnout

The term “burnout” definitely seems to be a popular buzzword, especially in healthcare. Here is the issue, the term is nearly always out of context.

1. Burnout- So many people want to say they are burned out. To be burned out, you had to have been on fire first (think about that). This essentially eliminates 20-30% of the so-called “burned out people” people.
2. The other issue is establishing the difference between burned out and simply being pissed off. The two are not the same you must know the difference. Being pissed off can lead to being burned out, but being burned out rarely leads to being pissed off (generally you are past that point).

Generational differences

- a. The traditionalists and boomers were brought up to tough it out, figure it out and always finish what you start. The finish what you start is a necessity for all generations and something the millennials must learn & master. The negative of this generation is by “toughing it out” the burnout comes over time. Instead of changing their environment it often promotes a higher level of the CENSOR “bitch, piss and moan effect.” This is extremely contagious and causes a lack of focus and a level of distraction that can be harmful to patients.

b. The millennials do not have to worry about burnout as research shows. When they are “burned out” they “burn out.” They are not going to stick around at a job or an environment. They have seen what it does to the previous generation. They often take risks without preparation (sometimes needed). Social media and anti-depressants fueled with coffee and a red bull (wine and bourbon) may or may not be the coping mechanism (effective in moderation).

Again, the term burnout is broad and often misused. In healthcare and all industries, we seem to always look for the “least we can do.” Set the bar low and what is the lowest grade I can make. Like my colleague Dale Henry says the least you can do is lay on the floor naked and breath. We have to try to see what the most we can do is, this makes everyone win. The reason we don't---We spend too much time focusing on the product not the process.

Burnout in health care is largely due to paperwork and computer work. This is also a generation issue. This is why the majority of the research shows the age group is 50+ years of age. Why--- the millennials grew up in an environment with nothing but computers, it is second nature. However, the millennials take some offense when they see that the workplace caters to those not as “tech savy” and the work is dumped on them. This is just a matter or approach (it's a culture and balance thing).

Workplace expectations have encouraged more of the pissed off mindset than the burned out. Being a salaried employee is not a great place to be. The sell- Just think about those weeks you will work 30 hours and get paid for 40. This is definitely bulls\$t. When was the last time a salaried employee worked 30

hours, especially in healthcare? With productivity models, salaried employees are definitely on a far faster track to burnout.

True burnout or burnout (I'm moving on) both impact physical, mental and family dynamic.

Myth- Hard work is not a rite of passage to claiming burnout!!!

#notburnedoutjustpissedoff, #neverbeenonfire, #firestarter

Call me and let me know what you think

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