



HELP YOUR STAFF PRACTICE SELF-CARE

5 Steps To Get Started

WHY WORRY ABOUT SELF-CARE?

Half of all mental health professionals report moderate-to-high burnout¹

High employee burnout leads to:¹¹

- Reduced organizational commitment
- Reduced fidelity to evidence-based practices
- Negative feelings toward persons served

Employers without systems that support self-care have lower productivity, higher turnover, and higher healthcare costs.¹²

Employees **15** times more likely to have major depressive disorder if experiencing severe burnout.¹³

ONLY 3 out of **10**

supervisors address employee burnout in their organization.¹⁴

SO WHAT CAN YOU DO?

1. Model Practicing Self-Care Yourself

- Promote the use PTO or other vacation benefits
- Set appropriate work/life boundaries
- Check-in regularly with staff to make sure they are carving time out for self-care

2. Help Staff Recognize the Signs of Burnout

- Host a webinar or other educational event to help employees learn about the signs and symptoms of burnout
- Give employees meaningful and safe ways to approach leadership when they begin to feel burnout
- Step in when you notice staff showing signs of burnout

3. Host a Mental Health Screening or Event

- Provide free (online) mental health screenings for employees
- Plan an advocacy event to support (i.e. an e-mail campaign to local leaders or politicians to support community mental health programs)
- Participate in a community run or walk for mental health

4. Share Resources with Your Staff

- Share information about your company's Employee Assistance Program (EAP) and make sure staff know how to access it
- See if your health insurance provider offers free health and wellness resources for employees
- Connect staff to resources in your community

5. Recognize Your Employees

- Determine how your staff like to be acknowledged for their accomplishments
- Set up a formal employee recognition program if you do not already have one
- Make time for staff recognition events (i.e. virtual happy hour)
- Provide ways for employees to recognize each other's achievements

Learn how to put these steps in practice and get ahead of the current challenges facing the health and human service workforce when it comes to burnout, compassion fatigue, and vicarious trauma.

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¹ <https://www.goodtherapy.org/for-professionals/business-management/human-resources/how-common-is-burnout-among-mental-health-professionals>

¹¹ <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3156844/>

¹² <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC3156844/>

¹³ <https://clockify.me/blog/productivity/career-burnout/>

¹⁴ <https://www.apa.org/news/press/releases/stress/2014/stress-report.pdf>