

Identify Potential Burnout on Your Team



For leaders in children’s hospitals, it can be challenging to identify team members who are experiencing signs of burnout. With varied schedules and staff bouncing between bedside care and administrative duties, leaders are faced with industry nuances that make burnout hard to spot. Use this resource to guide conversations with your team and recognize burnout.

As a leader:

- Find regular one-on-one time with each person on your team.
- Recognize normal behavior for each team member. This makes it easier to spot when they may be exhibiting “off” days for an extended period of time.

Do you suspect burnout in your team?

If you notice persistent signs, have an honest conversation with your direct report about it. Find out what they think will make the biggest difference in their emotional wellness. Assist them in accessing the resources available to hospital staff.

For more on resiliency and burnout, visit [childrenshospitals.org/resiliency](https://www.childrenshospitals.org/resiliency).

During your one-on-one opportunities, ask:

1. How is your schedule and workload?
2. Do you have a work-life balance that you enjoy? If no, why not?
3. Are you aware of the resources available to you to cope with:
 - a. Burnout
 - b. Mental health
 - c. Physical wellness
 - d. Trauma
4. What motivates you? Do you feel like that is a part of your work?
5. Do you feel like you’re able to use your PTO?
6. Do you receive enough training for new technology, policies and procedures? Do they become second nature or do you have to focus on them in the moment?
7. Do you dread coming to work?
8. Are you comfortable leaning on your teammates for support at work?
9. Are you comfortable coming to me for advice and support?