



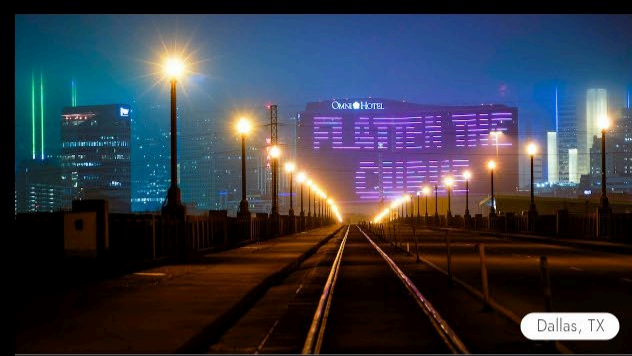
RETHINKING BURNOUT: A NUANCED CONVERSATION FOR NURSING

Adrian Ramos FNP-C, AGACNP-BC

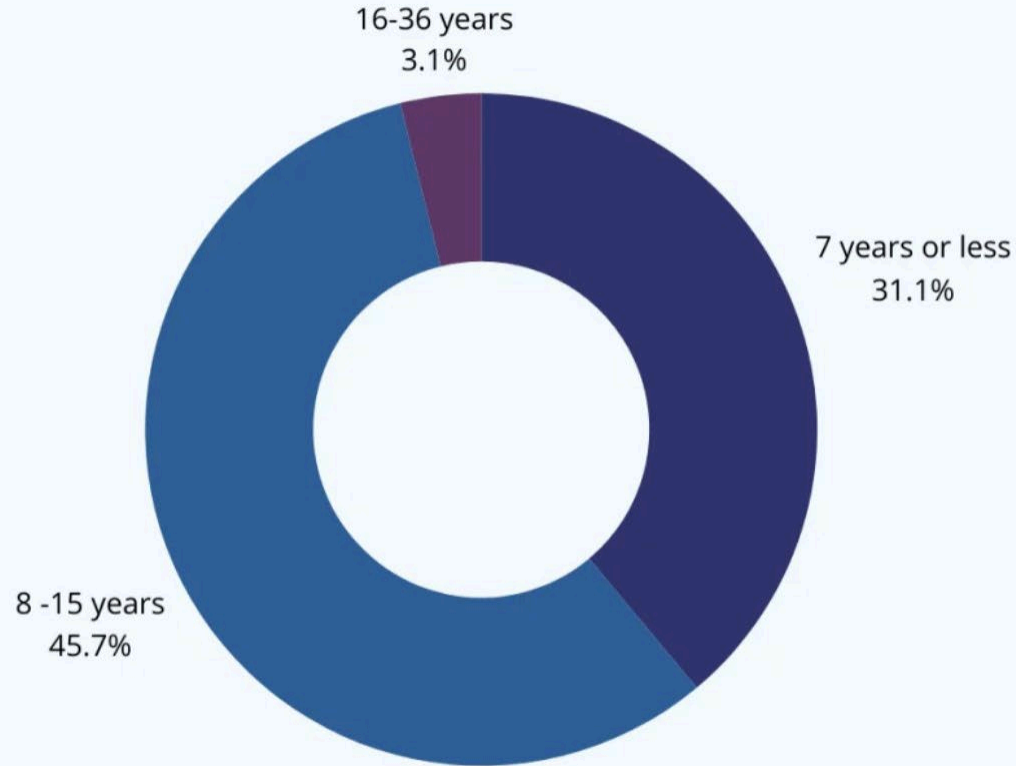
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DISCLOSURE

I have no actual or potential financial disclosure or conflict of interest with the material in this presentation



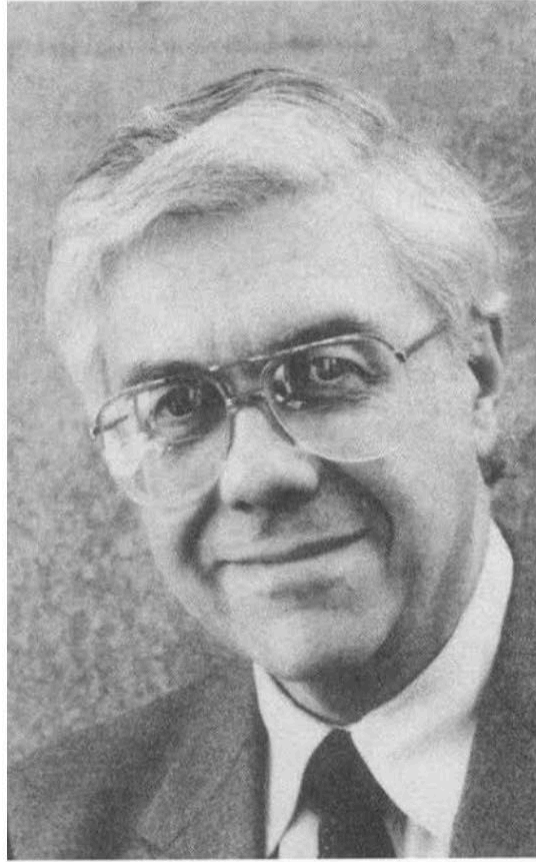
Nursing Burnout Statistics Based on Experience



BURNOUT SYNDROME:

Work-related stress syndrome from chronic exposure to job stress.

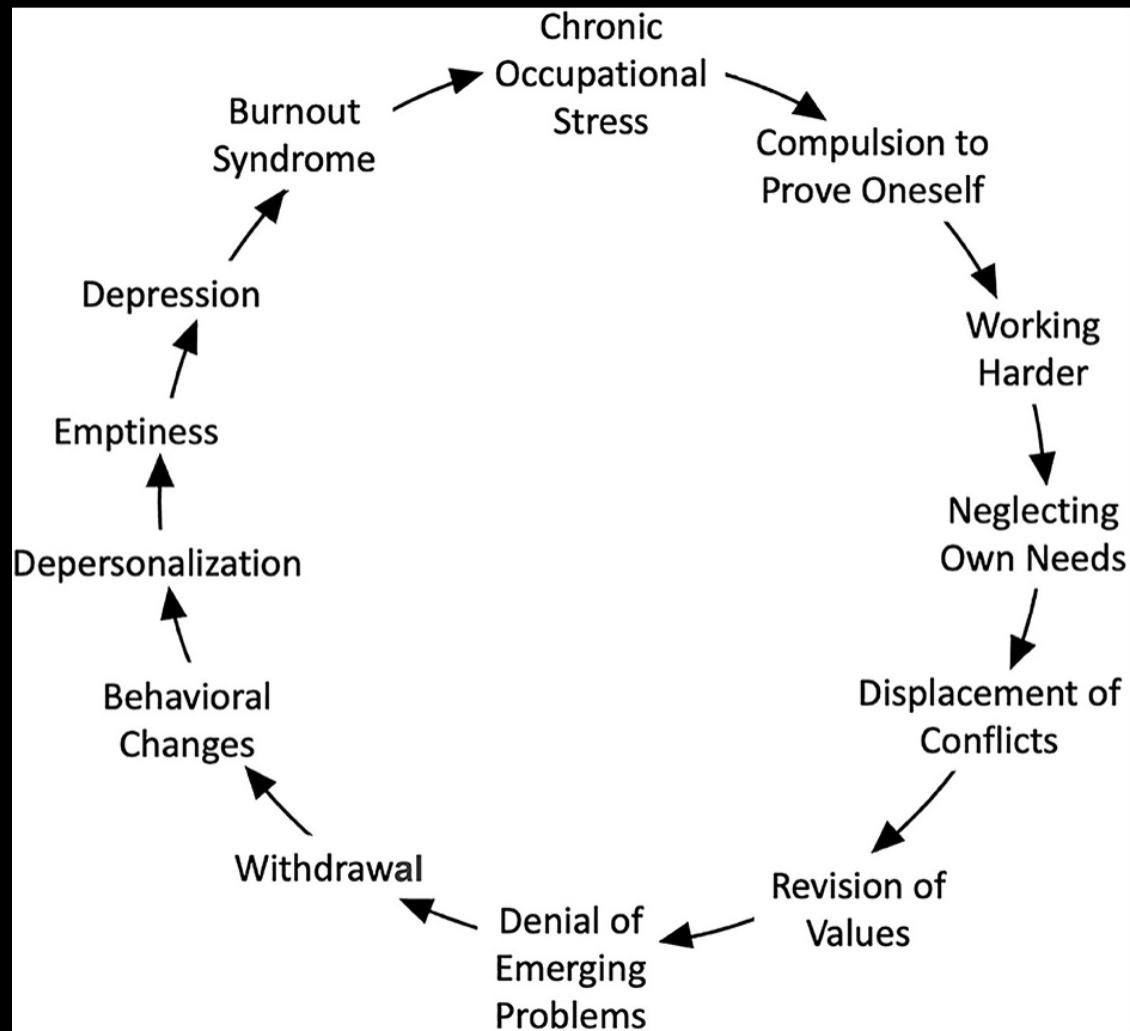
Characterized by emotional exhaustion, cynicism, depersonalization, and reduced professional efficacy/personal accomplishment



Freudenberger



Maslach



SYMPTOMS OF BURNOUT:

Emotional Exhaustion

Reduced Sense of Personal Accomplishment

Depersonalization (detached, cynical)

Difficulty Concentrating/Making Decisions

Somatic Symptoms (headache, muscle aches, insomnia, GI upset)



Dimensions and items to measure the MBI

Dimension	Item statement
Emotional exhaustion	<p>1. I feel emotionally drained from my work (E1).</p> <p>2. I feel used up at the end of the workday (E2).</p> <p>3. I feel fatigued when I get up in the morning because I have to face another day on the job (E3).</p> <p>6. Working with people all day is really a strain for me (E4).</p> <p>8. I feel burned out from my work (E5).</p> <p>13. I feel frustrated by my job (E6).</p> <p>14. I feel I am working too hard at my job (E7).</p> <p>16. Working directly with people puts too much stress on me (E8).</p> <p>20. I feel like I am at the end of my rope (E9).</p>
Depersonalization	<p>5. I feel that I treat some of my clients as if they were impersonal objects (D1).</p> <p>10. I have become more unsympathetic toward people since I took this job (D2).</p> <p>11. I worry that this job is hardening me emotionally (D3).</p> <p>15. I don't really care what happens to some of my clients (D4).</p> <p>22. I feel my clients blame me for some of their problems (D5).</p>
Personal accomplishment	<p>4. I can easily understand how my clients feel about things (P1).</p> <p>7. I very effectively deal with the problems of my client (P2).</p> <p>9. I feel I am positively influencing other people's lives through my work (P3).</p> <p>12. I feel very energetic (P4).</p> <p>17. I can easily create a relaxed atmosphere with my client (P5).</p> <p>18. I feel exhilarated after working closely with my clients (P6).</p> <p>19. I have accomplished many worthwhile things in this job (P7).</p> <p>21. In my work, I deal with emotional problems very calmly (P8).</p>

BUT HAVE YOU
TRIED TAKING
A WALK
OUTSIDE?

"Multifactorial
syndrome
requires
multifactorial
solutions"

"The
environment
and the
individual have
to change"

3 Pillars of Recovery

- Relief from stressors
- Recuperation via relaxation and sport
- Return to reality, abandon perfection

"Focus on self
care and
relationships"

"Find a life
philosophy,
religion, or
spirituality"

"Have you tried
therapy?"





ETIOLOGICAL FACTORS

External Factors

- High demands at work
- Poor leadership
- Lack of organizational influence
- Lack of resources
- Unclear role/duties/responsibilities
- Lack of positive feedback
- Lack of opportunities for growth/promotion
- Bad work atmosphere (bullying, poor teamwork, etc)
- Lack of social support

Internal Factors

- High/idealistic expectation of self
- Perfectionism
- Poor self esteem
- Need for recognition
- Need to please others
- Suppressing own needs
- Feeling irreplaceable
- Work as only meaningful activity
- Work as substitute for social life

PERSONALITY AND TENDENCIES

- Childhood Trauma

Avoiding conflict

Needing to please everyone

Inability to express your feelings in a healthy way

- Low Self Esteem/Self-Critical

Self worth connected to how you are perceived by others

Inability to find intrinsic value/worth

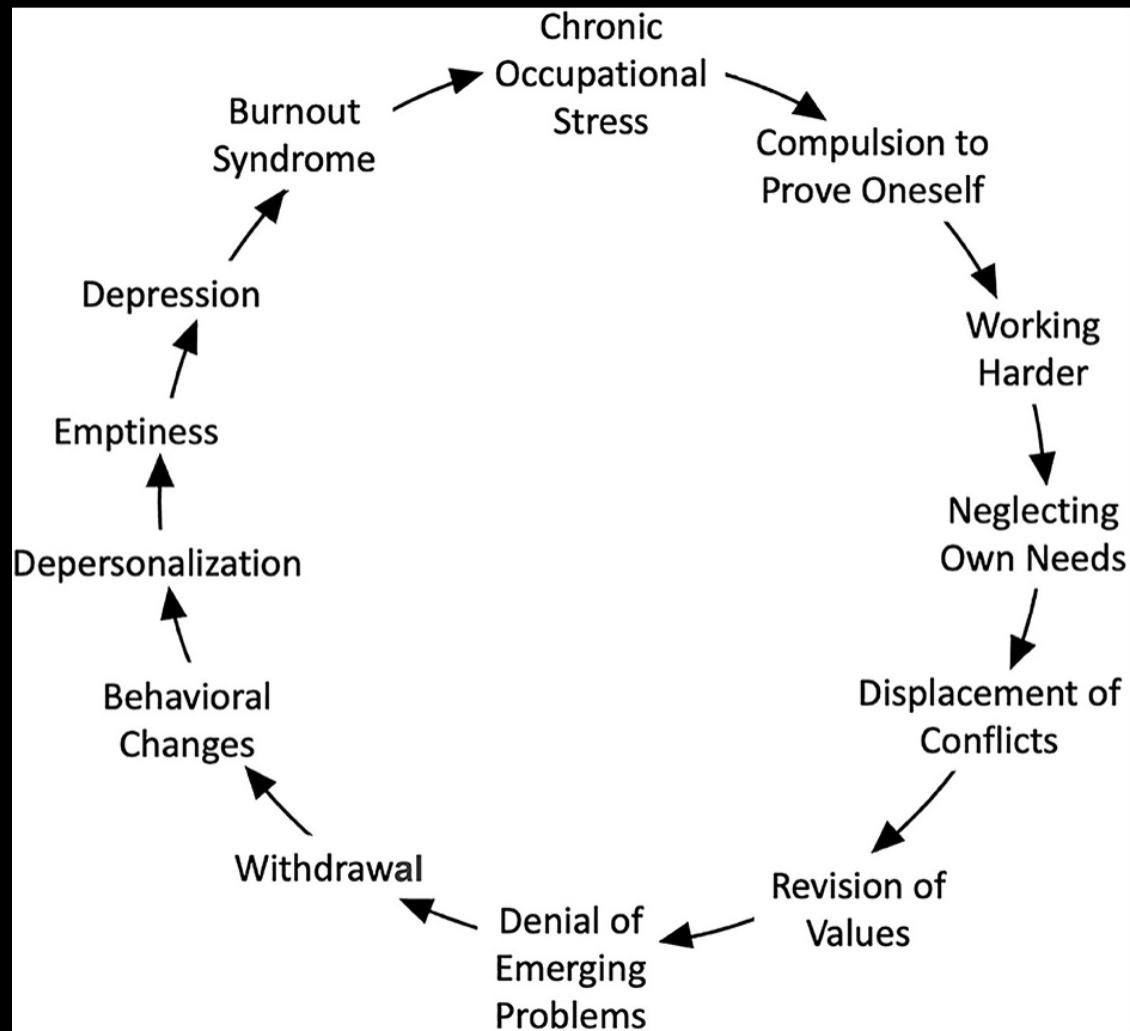
- Dissociation

Tendency to suppress your own feelings until they manifest as severe, somatic symptoms

Feeling a diminished sense of achievement and self-efficacy, leading to a decreased sense of purpose and meaning in one's work.

- Introversion

A shorter "social battery life" can lead to burnout



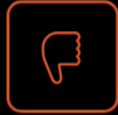
A NEW **HOPE**

Unexpected Insight and Solutions from Modern
Philosophy



Byung-Chul Han, Author "The Burnout Society"

TIME OUT FOR A QUICK RECAP...



Syndrome, Not Disease



No Easy Solutions



Can Be Diagnosed



Personality



Symptom Overlap with
Depression/Fatigue



Non-Modifiable Risk Factors

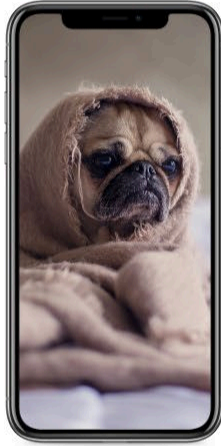
How do you recover from a syndrome characterized by cynicism and emotional exhaustion when the "cure" requires hope and emotional energy?

*HOW DO YOU RECOVER FROM A
SYNDROME CHARACTERIZED BY CYNICISM
AND EMOTIONAL EXHUACTION WHEN
THE "CURE" REQUIRES HOPE AND
EMOTIONAL ENERGY?*

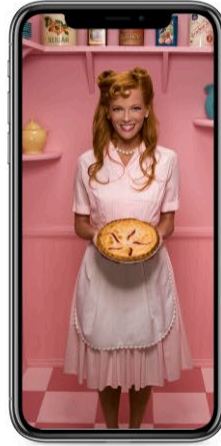
THE PROBLEM IS SOCIETAL...



1. Society is Achievement-Based



**2/ Limitless Possibilities
Create Limitless
Dissappointment**

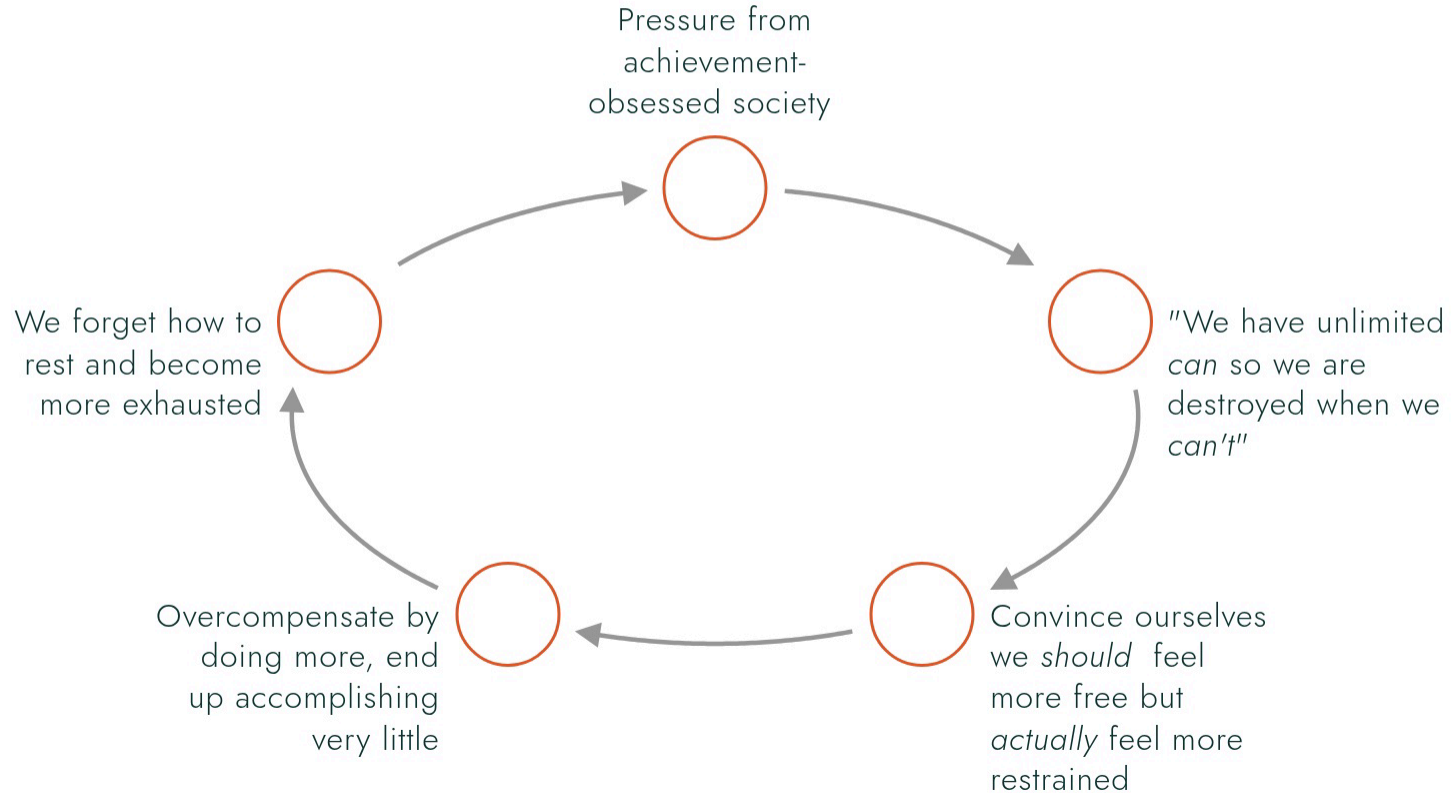


**3/We Become Our Own
Oppressors & Try to
Achieve More**



**4/We Lose the Ability to
Rest & Recover**

... BUT QUICKLY BECOMES PERSONAL





SOME POTENTIAL SOLUTIONS

- 1 Contemplative Immersion
- 2 Redefine Your "Tired"



CONTEMPLATIVE IMMERSION

“A DEEP STATE OF ENGAGEMENT AND REFLECTION WHERE INDIVIDUALS ALLOW THEMSELVES TO BE FULLY PRESENT AND ABSORBED IN THEIR EXPERIENCES, RATHER THAN CONSTANTLY STRIVING FOR PRODUCTIVITY OR ACHIEVEMENT.”

REDEFINE TIRED



I Tired



We Tired



The Shawshank Redemption, Warner Bros Entertainment

Marvel at what things are, take things as they
come

PRACTICAL ADVICE

STRATEGIES

- Practice Mindfulness

Recognize your emotional/psychological state, patterns, and habits

Recognize when you are mindlessly multi-tasking

- Identify Trouble Spots

What coping mechanisms are destructive?

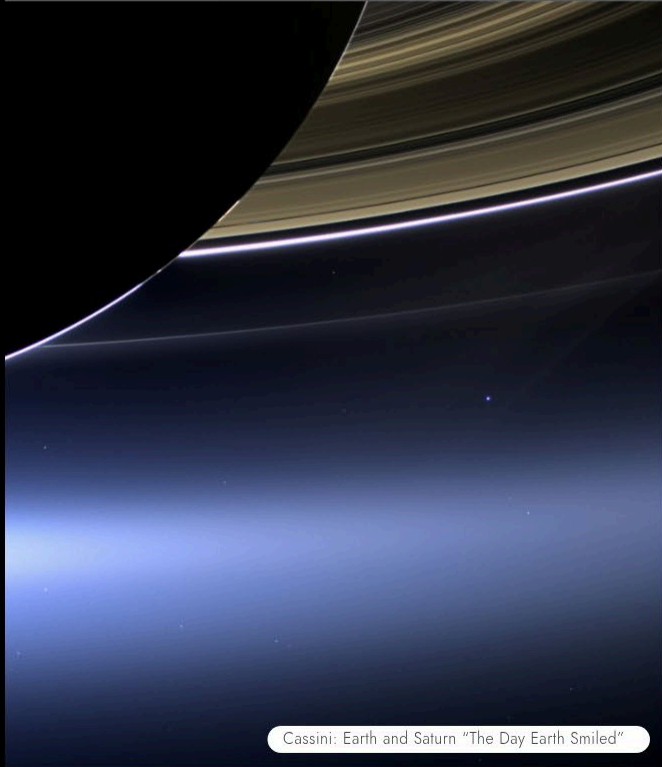
What can you replace them with?

- Set Boundaries

Learn to say no without guilt or judgment

Learn when to step out and when to step back in

STRATEGIES



Cassini: Earth and Saturn "The Day Earth Smiled"

- Fully Immerse Yourself in Something

Find something that truly breaks the cycle

- Don't Be Tired Alone

Find people to be "we tired" with

- Sanity Over Salary

Your health, wellness, and presence is *infinitely* more important than financial thresholds you create for yourself



BE KIND TO
YOURSELF AND
BE PATIENT

The only way out is through.



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