

EXAMPLE

Personal Burnout Prevention Plan/Self-Reflection

Name and Title: Katelyn Cheetham, BSN, RN

Dimensions identified impacting my Well-Being:

1. Quality of life

Prevention tools:

- Adopt deep breathing technique
- Ask for support when I identify characteristics leading to burnout in my practice
- Create personal, measurable goals annually, with the support of my leadership for my professional growth, ie: become involved in a committee, become Bronze quality certified, attend a nursing conference

2. Drop-out risk

Prevention tools:

- Communicate clearly with supervisor any concerns or emotional stressors
- Identify what I need to facilitate my professional growth and engage in the department, ie: more flexibility at work with assignments, take a 30min lunch break not in the department
- Join a mentorship program within my organization/department

Opportunity areas in building my resiliency:

1. Adapt quickly

Implementation ideas:

- Think ahead, what reaction can I expect when addressing my co-worker, family, patient?
- Be strong and assertive but compassionate and empathetic
- What could I avoid/not-engage in to make the workplace less stressful? ie: refrain from gossip, fill out MIDAS/Safety incidence for feedback and improvement

2. Express feeling honestly

Implementation ideas:

- Acknowledge feelings when they happen
- Allow myself to step away when possible if I feel I am reacting emotionally to a co-worker or patient
- Realize there are appropriate times to express feelings and inappropriate times

Overall Barriers: Time limitations, requires close leadership follow through and support, I must actively participate in this plan and hold myself accountable too