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Sonographer Burnout: How Real Is This And How Can It Be Addressed

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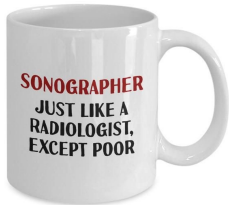
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Disclaimer

- Not a psychologist
- Not a physical therapist
- Not a life coach



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What is burn out?

- According to the World Health Organization, occupational burnout is a syndrome resulting from chronic work-related stress, with symptoms characterized by "feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy.
- three-component syndrome --- exhaustion, cynicism, and inefficacy

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Why?

- Our lives have been turned upside down and stretched thin for the last four plus years
- Unprecedented

Anyone: what's it like working in healthcare right now?
Everyone working in healthcare right now:



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200 JDMS 22:200-205 May/June 2006

Understanding Sonographer Burnout

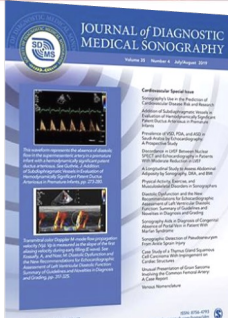
KELLY H. WALVOORD, BS

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December 14, 2023



Incidence and Cause of Occupational Burnout Syndrome Among Sonographers

Vol 40 issue 3

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Results NAVIX

The study survey offered the total scores of occupational burnout, disengagement, and exhaustion, with a potential minimum score of 16 and a maximum score of 64. The results yielded a minimum score of 17 and a maximum score of 64. The mean score was 43.11 (SD = 7.02), indicating a moderate level of burnout.

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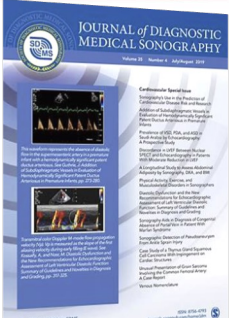
Conclusion NAVIX

This cohort of sonographers demonstrated moderate levels of burnout, so it is important to acknowledge that preventing occupational burnout is necessary to ensure that workplace stress is managed to avoid significant issues. Further research is needed to assess how occupational burnout syndrome affects retention in the profession.

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Sonographers' Perception of Administrative Support and Resources for Burnout Prevention

Vol 40 issue 3

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Results NAVIX

A total of 1393 sonographers participated in the study. The results of this sonographer cohort indicated that 55.7% experienced moderate burnout. 36.6% of respondents indicated no administrative support, and 30.7% said their administration did not provide resources to help them cope.

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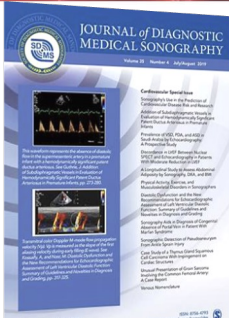
Conclusion NAVIX

Occupational burnout levels among this cohort of sonographers was moderate and could increase without adequate intervention. *Addressing sonographer burnout and managing stressors will help organizations to retain staff, continue providing quality patient care, and maintain patient outcomes.*

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Work Systems Factors Associated With Burnout in Sonographers Working in the United States and Canada

Vol 40 issue 6

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Results NAVIX

Of 1389 respondents, over half reported moderate-to-severe personal and work-related burnout, while one-quarter reported moderate-to-severe client burnout. Client burnout was associated with poorer sleep quality and lower job satisfaction.

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Conclusion NAVIX


Burnout was prevalent in a large sample of sonographers. Multilevel work systems factors are associated with burnout, suggesting collaboration among sonographers, administrators, and organizations is needed to address burnout.

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Causes NAVIX

Me remembering the last time we were actually fully staffed...





- Bad leadership
- Staff shortages
- Compassion fatigue

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Causes NAVIX

- Work conditions
- Job satisfaction – toxic environment





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Toxic Environment NAVIX

- High level of disorganization
- Interpersonal conflicts
- Lack of worker autonomy




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Effects of a Toxic Environment NAVIX

- Low morale
- Constant stressors
- Negativity
- Sickness
- High turnover
- Bullying
- Bad communication
 - Lack of clarity about job
 - Different messages
 - Passive-aggressive communication
 - Failure to listen
 - Constant "off hours" communication

When you see the overly happy new employee actually enjoying their day at work...



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Signs of a toxic environment NAVIX

"The single biggest problem in communication is the illusion that it has taken place"
-George Bernard Shaw

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Signs of a toxic environment NAVIX

Cliques, exclusion and gossip

"I want the workplace to feel like eighth grade all over again"

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Signs of a toxic environment NAVIX

Cliques, exclusion and gossip

"I want the workplace to feel like eighth grade all over again"
-said nobody, ever

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Stifled growth NAVIX

- No Mobility
- No Learning opportunities
- No Mentorship



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No Work-Life Balance NAVIX

- Make your dentist appointment without feeling guilty.
- Job requires you to answer emails after hours – nights and weekends
- Add-on patients everyday after shutting down

"I hope this email finds you well"
The email finding me



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Effect on the individual NAVIX

- Work follows you home
- Takes over your conversations with loved ones
- Steals your sleep
- Generally, causes worry and stress
- Leads to burnout



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Effect on Business

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- Seven in ten workers report negative work conditions ⁽²⁾
- Frequent health problems
- Organizational effects ⁽³⁾
 - Absenteeism
 - Tardiness
 - Turnover
 - Low morale
 - Impaired judgements

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Effect on Business

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- One-third of workers have considered changing jobs in the last year ⁽¹⁾
- Annually, 14% of workers change jobs because of their environment ⁽²⁾
- Retention of the best workers relies on controlling these conditions

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What can YOU do?

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- Diet
- Exercise
- Mental health
- Sleep and Mental recovery



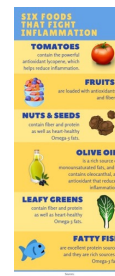
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What can YOU do?

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- Diet
- Exercise
- Mental health
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WRMSD




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WRMSD

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- Pain
- Inflammation
- Swelling
- Numbness
- muscle spasm
- burning and/or tingling
- loss of sensation




what the Predator sees after 15 seconds of chasing me

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Say something!

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RAISE YOUR STANDARDS

- ✓ Show up 20 minutes early for work
- ✓ Get rid of that toxic relationship
- ✓ Stop eating fast food
- ✓ Read more
- ✓ Start exercising
- ✓ Follow through
- ✓ Create value
- ✓ Be of service
- ✓ Don't accept bull: tuff




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Decide to have a good attitude



- Practice to make positivity a habit
- Be optimistic
- Don't gossip
- Show others you are trustworthy
- Process bitterness

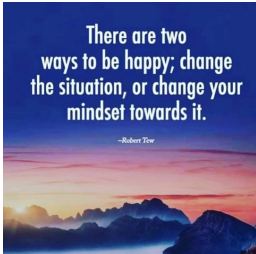
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Find Positive Mentors and Influencers

- Look for positive leaders to take you forward
- Leaders in healthy companies
- Intentionally connect with sonographers who are leaders
- Be a good friend



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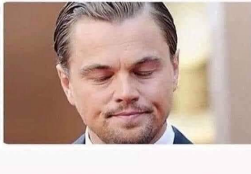
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Maintain your positive attitude

- Continue to develop new personal habits
- Maintain your professionalism toward your job
- New people you meet may know about your old environment

When you try to leave work a little early, but your boss reminds you that you have 7 hrs left..



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Maintain Your Standards and Boundaries

- Keep (or raise) standards and boundaries at your job
- Don't contribute to the same negative workplace culture that you left previously
- Widen your knowledge of what a healthy workplace looks like, and work to make yours that way

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Conclusion

- It is vital for an organization to be aware of those who may be suffering from higher levels of burnout and stress.
- Knowledge of who is suffering and what causes burnout can help organizations design specific programs and methods of prevention to reduce burnout and turnover rates.

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Conclusion

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- Research also supports that patients are suffering from health care worker burnout
- It is the responsibility of the health care worker to put patients first.


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Thank you

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If you're ever having a bad day just remember this guy found out he was dead and was still going to work.



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