



Beyond Burnout: Weaving Self Care as Practice in Your Workday

2023 National Council for Mental Wellbeing Burn Out Survey Findings

- The vast majority (83%) of the nation's behavioral health workforce believes that without public policy changes, provider organizations won't be able to meet the demand for mental health or substance use treatment and care.
- Around nine in 10 behavioral health workers are concerned about the ability for those not currently receiving care to gain access to care (90%) and the ability to provide care in the event of another health crisis in the future (87%).
- Nearly two in three (65%) reported increased client caseload, and more than seven in 10 (72%) reported increased client severity since the COVID-19 pandemic.
- More than nine in 10 behavioral health workers (93%) said they have experienced burnout, and a majority report suffering from moderate or severe levels of burnout (62%).
- Nearly half (48%) of behavioral health workers say the impacts of workforce shortages have caused them to consider other employment options.
- More than four in five behavioral health workers (83%) worry that workforce shortages in the mental health and substance use industry will negatively impact society.
- A third of the workforce reported spending most of their time on administrative tasks, with 68% of those who provide care to patients saying the amount of time spent on administrative tasks takes away time they could be directly supporting clients.

[New Study: Behavioral Health Workforce Shortage Will Negatively Impact Society - National Council for Mental Wellbeing \(thenationalcouncil.org\)](https://thenationalcouncil.org)

COVID-19 Pandemic Challenges

- Being there every day, 5 days a week throughout
- Continue providing services.
- Limitations on what we can and can't do.
- The Unknown



Strategies

- Follow the guidance issued by federal agencies.
- Stay open for services only (no outreach or community programs)
- Be there for our clients.
- Make alterations and adapt to the situation(s)
- Think outside the box! Be creative and listen to your employees.

Take care of your own

- Hazard pays implemented a 20% differential for all onsite staff 1 week after MT Gov shut down the state.
- Paid admins leave for all staff that didn't need to be onsite (non-essential workers)
- Paid Internet and phone services for multiple employees to attend appointments, meetings, calls etc.
- Amended sick/leave policies to be more employee friendly (admin leave).
- Provided drinks and snacks for employees at no cost.
- Massage room