

# HUDDLE TALK: LET'S TALK ABOUT BURNOUT

**#1.** We know from employee surveys that many people are feeling burned out and needing mental health support right now. Here are two really important facts from research on the Saskatchewan experience of the pandemic I would like to share with you:

- a. First, going into the summer months, 1 in every 2 health providers in Saskatchewan said they needed mental health supports.
- b. Second, one in four (1/4) was actually accessing mental health support. It's been a tough year.

We know that SHA employees have one of the best mental health benefit programs in Canada, along with access to an Employee Family Assistance Program (EFAP). I'd like to spend a few minutes exploring this topic so we can support each other and our colleagues who are not at work today in the event someone needs mental health help.

- c. If you had a colleague or friend at work who needed some information about accessing benefits or resources to support their mental health, what kinds of things could you tell them?
- d. What sort of information do you need to better support your colleagues?

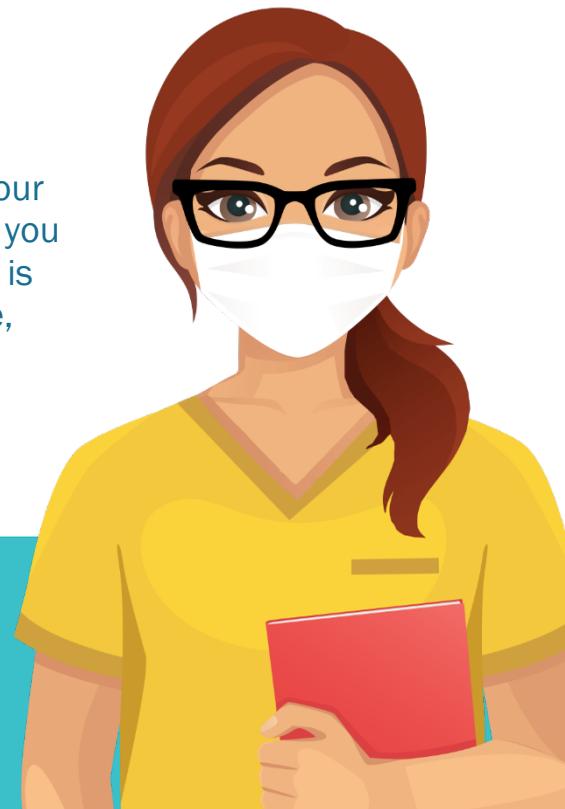
[Discussion]

These are really good suggestions, and I feel as though our team is well prepared to support each other. I also want you to know that if you are worried about how mental health is affecting your work, the door is open. You can talk to me, and we can make a plan together.

**#WE  
HEAR  
YOU**



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**#2.** This pandemic has been hard on everyone.

- a. What is the biggest struggle our team faced over the last 18 months?
- b. How did it affect you?
- c. What helped most when you were facing the struggles you named?

**#3.** Many employees reported feeling burned out during the pandemic. They gave different reasons, but for many people, the worst part of the pandemic was sensing they were not able to care as effectively as they could in the past. Their burnout was fueled by seeing residents/patients deprived of social relationships and opportunities for quality of life and being relatively powerless to change it.

We are entering new normal, with many uncertainties, but there is a much broader recognition of the way that social relationships contribute to quality of life, and a stronger commitment to fostering better relationships. I'd like to invite you to think about the question, "What is one way our home (or unit or department) could intentionally support residents' family relationships and quality of life in our new normal"?

Feel free to talk with each other about this throughout the week. Take some time to anonymously write your responses on our huddle board. I will check the board next week and we will talk more about your suggestions in this month's huddles.

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HEAR  
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