

Executive Summary:

Solutions for Burnout



Helthe Connect

June 2021

Tu Van Trieu, MSc, RPC



Executive Summary

Burnout is a serious global issue and especially affects nonprofits. This report includes invaluable insights gained from nonprofit management and frontline staff and offers six key findings with recommendations that are cost-effective, evidence-based, progressive, and can proactively help manage and prevent work burnout.

KEY FINDINGS AND RECOMMENDATIONS

1. **Financial Sustainability and Balancing Service Delivery with Employee Wellbeing:** Balancing a focus on service delivery and supporting employee wellness is important in preventing work burnout. This oversight directly impacts work burnout and addressing it would be important for financial and long-term sustainability.
2. **Stakeholder Collaboration:** Together, funders and nonprofits can successfully address systemic funding issues that unintentionally contribute to burnout. Collaboration includes engaging all stakeholders to be active participants in their wellbeing – not doing so will also negatively impact client service. The collective efforts will have a profound and lasting impact.
3. **Workplace Wellness Program:** Research has shown that workplace wellness programs average a 6-to-1 return on investment. Investing in and supporting employees with access to wellness programs/selfcare practices helps prevent work burnout and more; while connecting directly with wellness practitioners will reduce costs.
4. **Communication:** There is a gap between what management is offering and what frontline staff are needing and wanting to prevent and manage burnout. Providing more communication opportunities can effectively help nonprofits uncover, develop, and implement strategies that align with both organizational and staff needs, and also reduce healthcare and organizational expenses.
5. **Personal Development is Professional Development:** Personal development (i.e., working on selfcare, health, wellness, self-awareness) directly and positively influences quality of work, professional development, and growth. Because burnout affects the individual holistically, the ability to work on personal development is central in preventing and managing burnout and building resiliency. Empowering staff and managers to recognize the signs, symptoms and triggers of work burnout is proactive, preventative, and will save time and reduce organizational costs.
6. **Holistic Selfcare Practices, Choice and Resiliency:** Burnout requires a holistic approach because it impacts all aspects of a person physically, emotionally, mentally, socially, spiritually, and more. Employees are wanting and needing choice, holistic selfcare practices, and having the ability to be actively involved in their own wellbeing. Complementary Care, used in conjunction with conventional care, focuses on reducing stress and selfcare, which is needed to manage and prevent burnout. Empowered employees are better able to prevent their own burnout and build resiliency, which directly benefits the organization with both time-savings and cost-savings.

Burnout is the result of excessive and prolonged stress. Therefore, an effective burnout prevention strategy needs to address stress, selfcare, and engage a holistic approach. Complementary Care (CAM), which are holistic, cost-effective, and evidence-based, and helps turn off the chronic stress response. Supporting employee wellness, which includes providing opportunities for selfcare, choice, building resiliency and self-empowerment, is essential and positively impact the organization in many ways, such as reducing costs in healthcare and insurance expenses, disability claims, and recruitment and replacement.

About Helthe Connect

Helthe Connect is a web app startup located in New Westminster, British Columbia. Through personal experience with burnout and journey using Complementary Care in conjunction with complementary care, Helthe Connect was created to support others. If your organization is interested in learning more and to receive the full report, please contact Tu Van Trieu, Founder & CEO, at ttrieu@heltheconnect.com.