



Understanding Clinician Burnout: Surveys to Help Identify the Root Cause

By: Anna Schoenbaum, DNP, MS, RN, NI-BC

Contributors: Barry Newman, MD, MBA and Whende Carroll, MSN, RN, NI-BC, FHIMSS

The HIMSS Burden Reduction Task Force understands that before an organization can define what burdens clinicians and drives burnout at their organization, it is critical to identify the key sources. These contributors can be different based on the clinical role; so, the team created one survey for physicians and a survey for nurses. The intention of these surveys is that they can be used as a base for organizations, and they can be customized to align with an organization's goals and objectives.

In recent years, clinician burnout has emerged as a critical issue within the US healthcare industry. Mental health challenges and workforce attrition are just a couple of the serious repercussions this crisis has on organizations nationwide. Despite the growing awareness of the problem, comprehensive studies focusing on specific local burnout rates or attrition figures remain scarce.

Initially, the introduction of Electronic Health Records (EHRs) sparked optimism regarding their potential to streamline clinical workflows. However, subsequent research has unveiled a darker side, revealing that EHRs may contribute significantly to clinician burden and dissatisfaction among healthcare providers. This challenge is further exacerbated by a range of other factors, including shifts in practice models, industry consolidation, and increasing administrative duties, all of which add to the strain on clinicians.

Understanding the complex nature of these challenges is crucial. A one-size-fits-all approach to mitigating burnout simply won't cut it. Each department or service within an organization faces its own unique burdens, and the levels of individual resilience can vary widely among healthcare professionals. Therefore, tailored strategies that consider these differences are essential for effective intervention.

To gain deeper insights into these multifaceted issues, we have developed these two concise surveys aimed at uncovering the complexities surrounding clinician burnout. We recognize that healthcare providers are often inundated with surveys,

but we believe that our approach offers a unique opportunity to identify specific challenges and help pave the way for targeted solutions.

The surveys have been meticulously designed to be brief and easily digestible, ensuring that participants can complete them quickly without feeling overwhelmed. Additionally, they invite participants to share voluntary and confidential comments and suggestions, allowing for further insights into their personal experiences with burnout.

We hope that you find these surveys to be a starting point that your organization can use to better understand the root causes of clinician burnout locally and inform the development of more effective strategies to combat this pressing issue. Let's take this crucial step together to enhance the wellbeing of our clinicians and the overall quality of care within our healthcare systems. If you have any questions on the surveys or analytics from the survey, please contact [Dr. Barry Newman](#).

To access the surveys and other resources created by the HIMSS Clinician Burden Reduction Taks Force, click [here](#) to access the Toolkit.