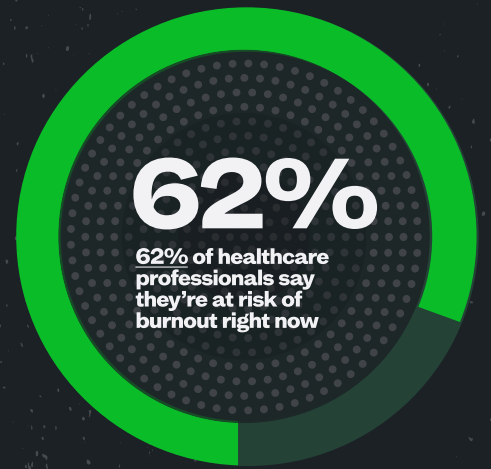


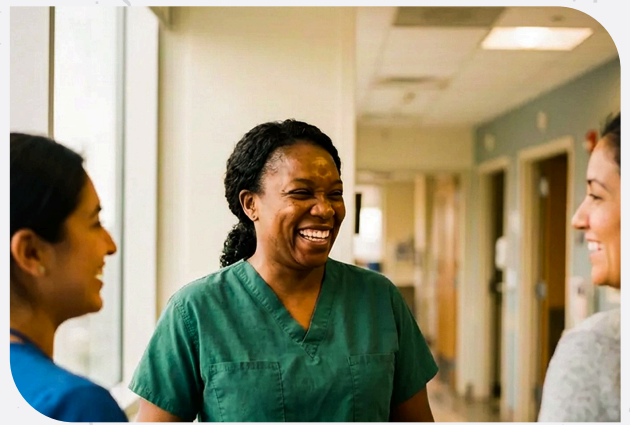
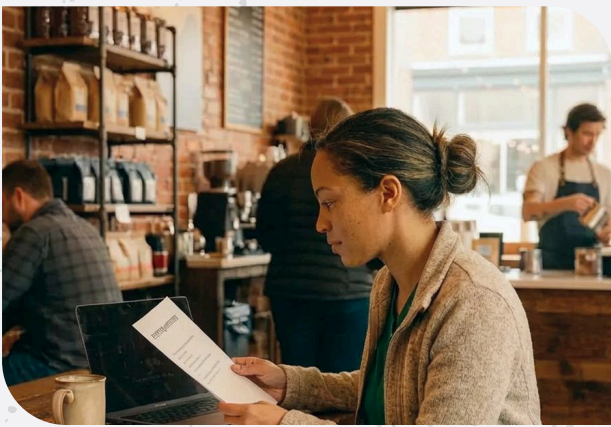
How to protect your team from burnout

A long-term strategy you can start implementing today!



Create a positive work culture

- Foster open communication.
- Conduct regular, anonymous surveys to gather genuine feedback.
- Have a zero-tolerance policy for toxic behavior.



Enhance professional development opportunities

- Institute a mentorship program.
- Sponsor continuing education for team members.
- Provide training and create clear career progression and options.

Support self-care initiatives

- Normalize and support adequate rest and meal breaks.
- Make working overtime a choice, not an obligation.
- Give your team access to hydration, healthy food and snacks.



Solve workforce shortages

- Maintain ideal workforce-to-resident ratios.
- Use workforce technology to streamline your hiring process and optimize your talent pipeline.
- Lean on external workers to meet increased demand.