

Factors associated with burnout among health workers



Societal and Cultural

- Politicization of science and public health
- Structural racism and health inequities
- Health misinformation
- Mental health stigma
- Unrealistic expectations of health workers

Health Care System

- Limitations from national and state regulation
- Misaligned reimbursement policies
- Burdensome administrative paperwork
- Poor care coordination
- Lack of human-centered technology

Organizational

- Lack of leadership support
- Disconnect between values and key decisions
- Excessive workload and work hours
- Biased and discriminatory structures and practices
- Barriers to mental health and substance use care

Workplace and Learning Environment

- Limited flexibility, autonomy, and voice
- Lack of culture of collaboration and vulnerability
- Limited time with patients and colleagues
- Absence of focus on health worker well-being
- Harassment, violence, and discrimination



“This is beyond my control...”



Office of the
U.S. Surgeon General