

Staff Care & Burnout Prevention in Ukraine

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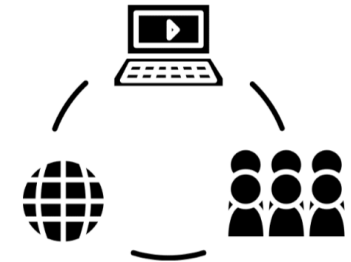
Transport of medication & medical goods



Capacity Development



Digital infrastructure



Klinikpartnerschaften



Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH

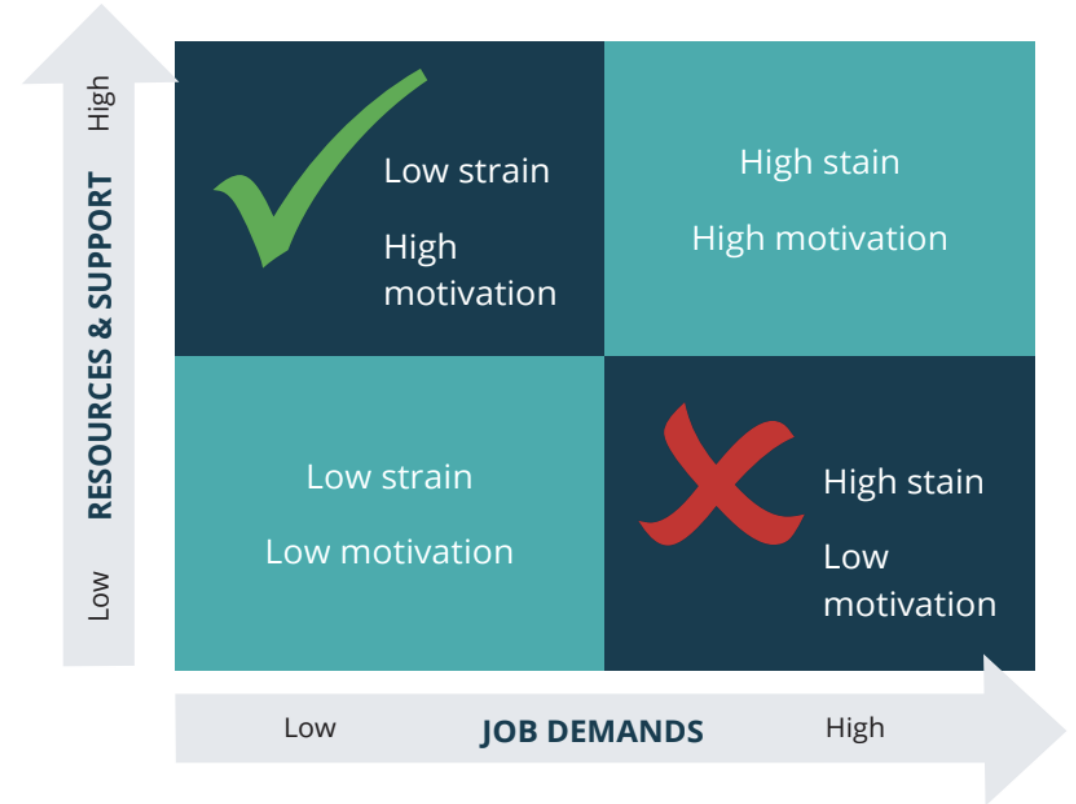


Das Bundesministerium für wirtschaftliche Zusammenarbeit und Entwicklung

RECOGNIZING BURNOUT

Burnout is a syndrome conceptualized as resulting from chronic high-intensity workplace stress that has not been successfully managed. It is characterized by three dimensions:

1. Feelings of energy depletion or exhaustion;
2. Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
3. Reduced professional efficacy.



REASONS FOR BURNOUT

- High workload
- Extent of perceived autonomy & control over work
- Insufficient recognition and reward
- Lack of sense of community
- Perceived justice and equality at workplace
- Gap between individual and organizational values
- Personal Characteristics

SELF-ASSESSMENT TOOLS

Professional quality of life (ProQoL)

1. **Compassion Satisfaction:** Measures pleasure derived from being able to do your work well.
2. **Burnout:** measures feelings of hopelessness and difficulties in dealing with work or in doing your job effectively.
3. **Secondary Traumatic Stress:** Measures work-related, secondary exposure to extremely or traumatically stressful events.

Maslach Burnout Inventory (MBI)

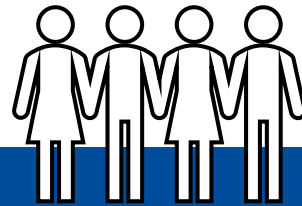
1. **Emotional Exhaustion:** measures feelings of being emotionally overextended and exhausted at one's work with 9 items.
2. **Depersonalization:** measures an unfeeling and impersonal response toward recipients of one's service, care, treatment, or instruction with 5 items.
3. **Personal Accomplishment:** measures feelings of competence and successful achievement in one's work with people with 8 items

ADDRESSING BURNOUT



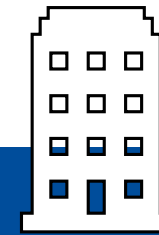
Individual level

Individual stress management interventions, healthy lifestyle



Interpersonal level

Improving communication and sense of cohesion



Organisational level

Reducing occupational stressors

Staff-care and Burnout Prevention

Training by the "Charité Solomiya Projekt"



ORGANIZATIONAL

INDIVIDUAL

Courses for Hospital Management

medically



Ambidextrous and Healthy Leadership for Modern Organizations



Energizing Leadership for Performance & Resilience



Leading Change & Transformation



Transactional and Transformational Leadership for Effective Change