

Recharge & Restore: A Burnout Prevention Program for Healthcare Workers

Names of Program Facilitators: Oliwia Kilon, Public Health Student, University of Cincinnati

Overall Goal of the Program: The primary objective of this program is to mitigate burnout and enhance the overall well-being of frontline healthcare workers by offering education, support, and practical strategies for stress management, mental health maintenance, and long-term resilience.

Audience Description: The target audience comprises frontline healthcare workers in Columbus, Ohio, including nurses, medical assistants, and support staff. Participants are typically between the ages of 22 and 60 and work in high-demand clinical environments such as hospitals and outpatient clinics. Many are experiencing ongoing work-related stress, emotional fatigue, and may have limited access to mental health and wellness support.

Ideal # of Participants: 15-20 participants per weekly session

Location/Setting: Sessions will be held in either a hospital wellness room or a designated staff break room. A virtual option via Zoom will be available to accommodate staff working rotating shifts or those based off-site.

Program Plan

Date/ Week #	Name of Lesson & Topics to be Covered	Objectives
1	This session introduces the concept of burnout, including its clinical definition and key signs and symptoms experienced by healthcare professionals. Participants will explore real-life examples of burnout, complete a brief burnout risk assessment, and engage in self-reflection activities to understand how burnout may be affecting their lives. Contributing workplace stressors will also be discussed.	<ul style="list-style-type: none">• Participants will be able to define burnout and identify at least three causes specific to the healthcare environment.• Participants will recognize and list at least four common symptoms of burnout and complete a self-assessment tool to evaluate their personal risk of burnout.
2	This session will focus on the connection between burnout and mental health, with an emphasis on emotional exhaustion, compassion fatigue, and the barriers healthcare workers face when seeking help. The stigma of mental health in professional environments will be addressed, and local and virtual support resources will be introduced. Participants will reflect on their own beliefs around mental health care.	<ul style="list-style-type: none">• Participants will explain the differences between stress, burnout, and compassion fatigue in the context of healthcare.• Participants will identify at least three mental health support resources available to them, either in their workplace or the community.

3	<p>This session will explore practical strategies for managing acute and chronic stress. Participants will learn about mindfulness, deep breathing, progressive muscle relaxation, time management skills, and grounding techniques. The goal is to introduce low-effort strategies that can be used during or between shifts. Guided practice will be included to encourage hands-on experience.</p>	<ul style="list-style-type: none"> ● Participants will demonstrate at least two new stress-reduction techniques (e.g., breathing exercises, progressive muscle relaxation). ● Participants will commit to practicing at least one stress-reduction method three times over the following week and reflect on the impact of this practice.
4	<p>This lesson focuses on resilience as a tool to combat burnout. Topics include positive psychology, cognitive reframing, setting healthy boundaries at work, and gratitude journaling. Participants will reflect on how they handle adversity and learn techniques to maintain emotional strength in difficult situations.</p>	<ul style="list-style-type: none"> ● Participants will describe at least two ways that resilience can reduce burnout in healthcare settings. ● Participants will identify three resilience-building habits they can begin applying in their personal or professional lives.
5	<p>This session examines the significance of supportive relationships in both work and personal life. Topics include peer communication, asking for help, finding or becoming a mentor, and accessing employee assistance programs. Activities will consist of small group discussions and a worksheet for building a personal support map.</p>	<ul style="list-style-type: none"> ● Participants will list at least two benefits of peer support in managing work-related stress. <p>Participants will develop a personal support plan and commit to reaching out to a peer, mentor, or support program within the next two weeks.</p>
6	<p>The final session encourages long-term habit formation and continued wellness planning. Participants will reflect on what they've learned, identify one wellness habit to sustain, and set specific goals for the next three months. Feedback will be collected to improve the program, and certificates of completion will be distributed.</p>	<ul style="list-style-type: none"> ● Participants will create a personalized action plan that includes one new wellness habit they intend to maintain after the program. ● Participants will complete a program evaluation and offer at least two suggestions for improving future sessions.