

The Resilience
Collaborative

FROM
BURNOUT
TO

BALANCE



**Dear
Healthcare Worker**

**The world sees
your dedication,
your sacrifices,
and the countless
moments of care
you give
without pause.**



With **16% to 86%** reports of ***BURNOUT***, it remains an undeniable challenge for health workers worldwide.

- Batanda (2024), NPJ Mental Health Research

**But you're not alone.
We hear you.
We see the weight you carry.
Caring for others should never cost your well-being.**

- TRC Community



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BURNOUT WARNING SIGNS

And it's contributing factors



**Dear
Healthcare Worker**

Listen to Your Own Vital Signs

WHY ARE CHWS ESPECIALLY VULNERABLE?

Individual Factors



LOW RESILIENCE



ROLE AMBIGUITY



LACK OF RECOGNITION



POOR SELF-CARE

Organizational & System-Level Factors

- Heavy Workload & Staff Shortages → Long hours, high caseloads
- Low Pay & Limited Resources → Poor infrastructure, lack of supplies
- Weak Organisational Support → Minimal recognition or supervision
- Work-Home Imbalance → Irregular hours, after-hours duties
- Moral Distress → Emotional toll from limited care options

Just a kind reminder, it's time to do your burnout check-in. Pause for a moment and ask yourself if you experience:

- Fatigue
- Emotional Numbness
- Reduced Work Efficacy

Recognizing early signs of burnout isn't a weakness but an act of professional strength. Take time to rest, reconnect, and seek support when needed.

- TRC Community

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TURNING
IT

AROUND

Burnout Protection Starts Here

**Dear
Healthcare Worker**



**Small steps
toward self-
care create
big changes
in your life.**

STRENGTHEN YOUR RESILIENCE: INDIVIDUAL-LEVEL STRATEGIES

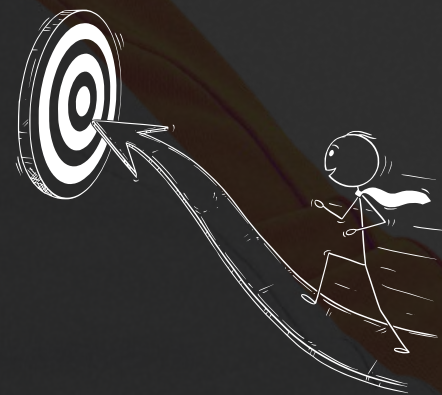


Psychological Coping & Self-Regulation

- Mindfulness
- Meditation and breathing techniques
- Journaling and reflective practices
- Self-kindness and self-compassion practices

Emotion-Focused

- Positive thinking and reframing
- Spiritual, cultural and religious practices



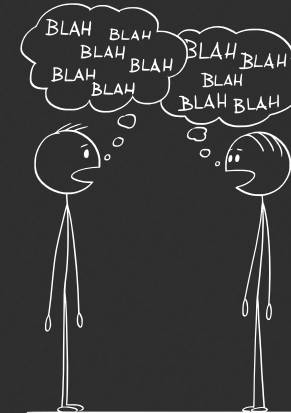
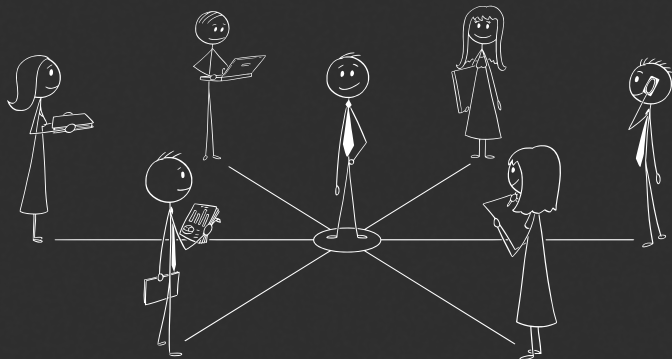
Self-Care Behavior

- Good sleep
- Healthy nutrition
- Regular physical activity
- Recreational activities

Intrinsic Motivational Factors

- A strong sense of mission, calling, or community connection
- Longer experience and professional maturity

THRIVING TOGETHER: ORGANISATIONAL STRATEGIES THAT PROTECT AND SUSTAIN

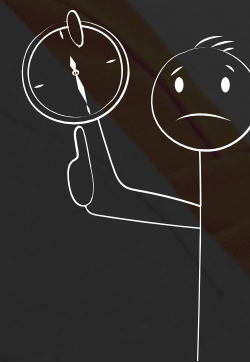
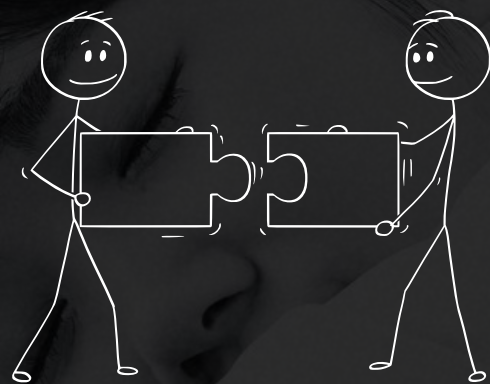


Peer Support & Team Cohesion

- Clear, supportive supervision
- Role clarity, structured tasks
- Recognition and validation from supervisors or colleagues
- Opportunities for group sharing and emotional debriefing

Access to Mental Health Support and wellness programs

- Workplace-based psychological screening
- Access to counseling or psychotherapy, recreational activities and wellbeing centers



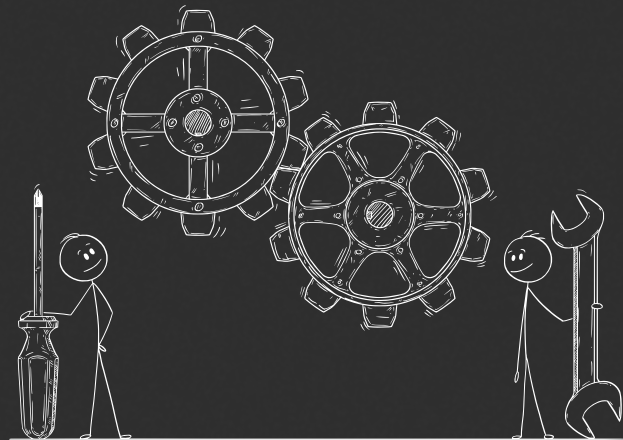
Training & Capacity Building

- Comprehensive training programs (clinical, self-care, communication, time management)
- Opportunities for ongoing professional development

Adequate Resources and Safer Working Conditions:

- Availability of PPE, equipment, and well-defined protocols
- Workload flexibility or staffing support where possible

THE PILLAR OF COPING AND PROTECTION: SYSTEM-LEVEL STRATEGIES



System-Wide Psychological and Resilience Frameworks

- Implementation of national or regional mental health frameworks
- Culturally adapted
- Digital mental health platforms

Policy and Regulatory Protections for CHWs

- Formalization of CHW roles within national health systems
- Employment protections and job security
- Standardization of workloads and job descriptions



System-Supported Multi-Component Well-Being Programs

- Comprehensive health worker support models
- National workplace wellness programs

Health System Investment

- Improved infrastructure
- Sustained financial support
- Ongoing professional development
- Integrated safety monitoring systems
- Investment in digital tools and remote-learning platforms



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ACTION PLAN AGAINST BURNOUT

And why setting boundaries matters

Dear
Healthcare Worker

**Healing starts
with you.
Learn what one
boundary you
can set today.**

Action Step #1

Do a quick burnout check-in

- Fatigue
- Emotional Numbness
- Reduced Work Efficacy

And then rate your mood/energy



(1-5, with 1 being the lowest and five the highest)

Identify your stressors

Eg.



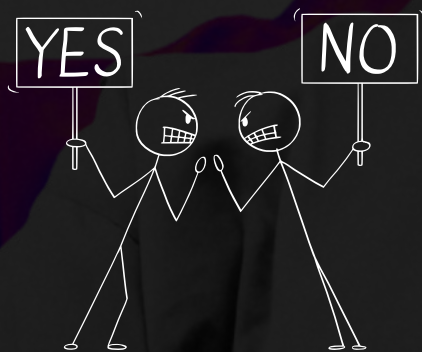
Pressure:
High expectations



Workload:
Too many tasks



Emotions:
Feeling unappreciated



Work environment: Conflict
or miscommunication



High caregiving
demands

Action Step #2

Triggers: notice what you avoid

- Certain People
- Tasks
- Messages/emails
- Decisions

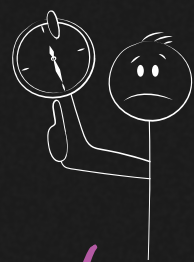
Notice What Changes in Your Body

- Headache
- Stomach tension
- Fatigue
- Difficulty focusing
- Irritability

Set Healthy Boundaries

START WITH MICRO-ACTIONS LIKE:

Take 2-minute breaks



Drink a glass of water



Step outside for some fresh air



Write down one thing that stressed you today



Turn off 1 non-urgent notification



Stretch your neck + shoulders



Action Step #3

Review: Reset & Sustain

Small Consistency > Big Effort
Protect 1 boundary daily

Repeat this action for 7 days
until it becomes part of your
routine

Slipped up?
Remember relapse is normal

- Pause
- Notice what happened
- Reset your boundary
- Try again tomorrow

When to seek help?

- When stress affects your sleep, focus, or daily functioning.
- When you feel overwhelmed, emotionally numb, or unable to cope.
- When you experience thoughts of hopelessness or feel unsafe.

After Setting Your Boundary :

Rate your mood/energy (1-5)

Again, a kind reminder- recognizing early signs of burnout isn't a weakness but an act of professional strength. Take time to rest, reconnect, and seek support when needed.

- TRC Community

Join TRC and explore our website for evidence-based tools and programs that support resilience and well-being among frontline and community health workers.



[/trc.community](https://trc.community)



[/company/the-resilience-collaborative](https://company/the-resilience-collaborative)

TRC would like to acknowledge the efforts of Angellene F., doctor and valued member of the TRC Community in putting together this resource.