

Tips for an effective burnout measurement survey

ADMINISTRATION TIPS

- Add burnout questions to an existing survey, if possible, to minimize survey fatigue
- Tell physicians how results will be used and who will see them in advance of survey launch
- Explicitly outline the steps you'll take to protect participants' confidentiality
 - ▶ Encourage physician leaders to promote survey participation while rounding
 - ▶ Include links to the survey in physician newsletters, on your physician portal, and over email
 - ▶ Remind physicians of how the survey will be used and upcoming deadlines during meetings
- Offer opportunities for qualitative feedback (e.g., include open-ended questions and a free response section)

ANALYSIS TIPS

- Compare results against national benchmarks and/or previous years' data to set context for results
- Look for hotspots of burnout by facility, specialty, tenure, etc.¹
- Incorporate physicians' qualitative feedback to better understand root causes of burnout
- Triangulate results with your physician engagement survey to identify shared root causes

FOLLOW-UP TIPS

- Share data back to physicians via the channels it was promoted, safeguarding confidentiality
- Communicate action steps to participants and the broader medical staff
- Conduct focus groups to identify targeted—and realistic—solutions
- Monitor progress through a follow-up survey within a year

1. Do not splice the data too small. Use thresholds from other surveys to protect participants' anonymity.