

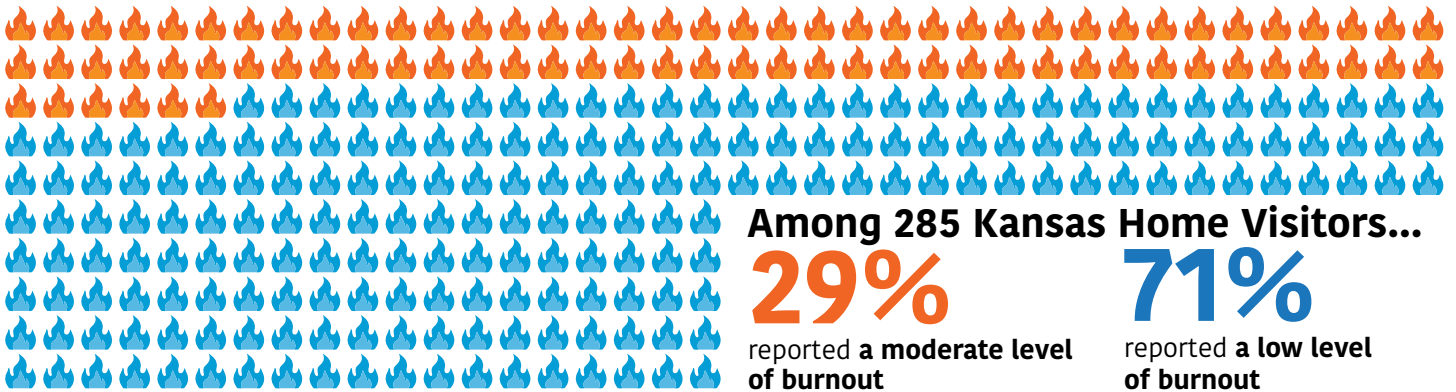


BURNOUT

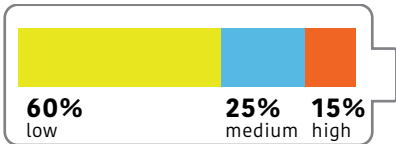
What is it and why is it important?

Burnout includes feelings of emotional, mental, and/or physical exhaustion as well as feeling disconnected to the work that you are doing and low self-efficacy. These feelings can affect how well you can do your job and usually happen over time as stressors from work build up¹.

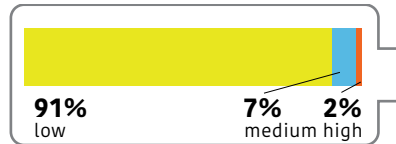
Burnout impacts job performance, professional well-being, and staff retention².



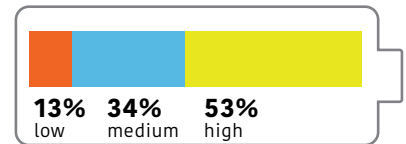
Emotional exhaustion



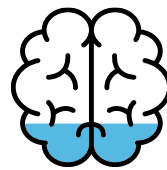
Depersonalization or disconnection from work



Self-efficacy or how well they could do their job



53% (8 out of 15) of MIECHV home visitors who resigned reported moderate burnout before they left.



26% (10 out of 38) of MIECHV home visitors who stayed reported moderate burnout.

Who is at higher risk for burnout?



Strategies to Reduce Burnout



For Organizations

Strengthen Supportive Work Environment

- **Align organizational procedures with workforce needs:** Reducing documentation burdens (streamlining and deduplication of documentation; providing adequate time to complete documentation) may reduce risks for burnout³.
- **Promote a positive work environment:** Recognizing home visitor professional well-being is a “dual-responsibility” of both home visitors and organizations. Encouraging a positive organizational climate through supervisor and peer support systems. Ensuring time for home visitors to engage in strategies that promote professional well-being².

+ **Resources/Read more:** [Improving Home Visitor Professional Well-Being: A Resource for State and Tribal Home Visiting Programs, Model Representatives, and Local Programs | The Administration for Children and Families](#)



For Supervisors

Foster a Responsive Workplace Culture

- **Provide reflective supervision:** Supervisors’ consistent engagement in reflective supervision or helping home visitors talk about and reflect on their experiences serving families, supports reduced burnout for home visitors⁴.

+ **Resources/Read more:** [Reflective Supervision: A Planning Tool for Home Visiting Supervisors - James Bell Associates : James Bell Associates](#)

- **Recognize & validate staff efforts:** Promoting an appreciative workplace environment can highlight the work that home visitors are doing and reduce feelings of burnout^{3 5}.

+ **Resources/Read more:** [Improving Home Visitor Professional Well-Being: A Resource for State and Tribal Home Visiting Programs, Model Representatives, and Local Programs | The Administration for Children and Families](#)



For Home Visitors

Professional Well-being Strategies

- **Practice stress reduction techniques:** Techniques such as mindfulness or focusing on the present through mindful breathing, stretching, walking or listening, and other techniques such as taking short breaks away from work, and spending leisure time outside of work can help to reduce stress and feelings of burnout. However, home visitor practices of stress reduction (e.g., self-care) are likely not enough to fully reduce the risk of burnout and these should be used in combination with well-being supports from supervisors and organizations^{2 6}.

+ **Resources/Read more:** [Self-Care Tips for Family Services Professionals and Home Visitors | HeadStart.gov](#)

- **Seek peer support:** Reach out to peers for support in navigating challenging work situations—positive relationships and connectedness with colleagues helps prevent burnout².

+ **Resources/Read more:** [Preventing Burnout in Early Childhood Professionals: Practical Self-Care Strategies | ZERO TO THREE](#)

Mindful Breathing: Count Your Breaths



Inhale



Exhale



Additional Resources & Support

National Alliance on Mental Illness (NAMI) Helpline

- 1-800-950-NAMI (6264) or Text “NAMI” to 741741 – Support and resources for mental well-being.

National Child Traumatic Stress Network (NCTSN)

- [Secondary Traumatic Stress | The National Child Traumatic Stress Network](#) – Trauma-informed self-care resources for helping professionals.

SAMHSA’s Helpline

- 1-800-662-HELP (4357) – 24/7 confidential support for stress, mental health, and substance use.

Crisis Text Line

- Text HOME to 741741 – Free, 24/7 support from trained crisis counselors via text.

Suggested Citation:

Kline G. C., & Rowe, N. (2026, January). *Kansas home visitor burnout report: Key findings & strategies*. Visual summary prepared for the Kansas Department of Health and Environment by the University of Kansas Center for Public Partnerships and Research.

Endnotes

- 1 Lee, E., Esaki, N., Kim, J., Greene, R., Kirkland, K., & Mitchell-Herzfeld, S. (2013). Organizational climate and burnout among home visitors: Testing mediating effects of empowerment. *Children and Youth Services Review, 35*, 594-602. <https://doi.org/10.1016/j.childyouth.2013.01.011>
- 2 Sparr, M., Morrison, C., Joraanstad, A., Cachat, P., & West, A. (2022). Home visitor professional well-being: What it is and why it matters (OPRE Report No. 2022-102). Office of Planning, Research, and Evaluation; Administration for Children and Families; U.S. Department of Health and Human Services.
- 3 Ross, A. M., Rahman, R., Huang, D., & Kirkbride, G. (2023). Investigating Correlates of Home Visitor Burnout, Compassion Fatigue, and Compassion Satisfaction in New York State: Implications for Home Visiting Workforce Development and Sustainability. *Maternal and Child Health Journal, 27*, 1787-794.
- 4 Eaves, T., Robinson, J. L., Brown, E., & Britner, P. (2022). Professional quality of life in home visitors: Core components of the reflective supervisory relationship and IMH-E® Endorsement® engagement. *Infant Mental Health Journal, 43*, 242-255.
- 5 Travis, D. J., Lizano, E. L., & Mor Barak, M. E. (2015). I’m so stressed!': A longitudinal model of stress, burnout and engagement among social workers in child welfare settings. *The British Journal of Social Work, 46*, 1076–1095. <https://doi.org/10.1093/bjsw/bct205>
- 6 Mavridis, C., Harkness, S., Super, C. M., & Liu, J. L. (2019). Family workers, stress, and the limits of self-care. *Children and Youth Services Review, 103*, 236-246.