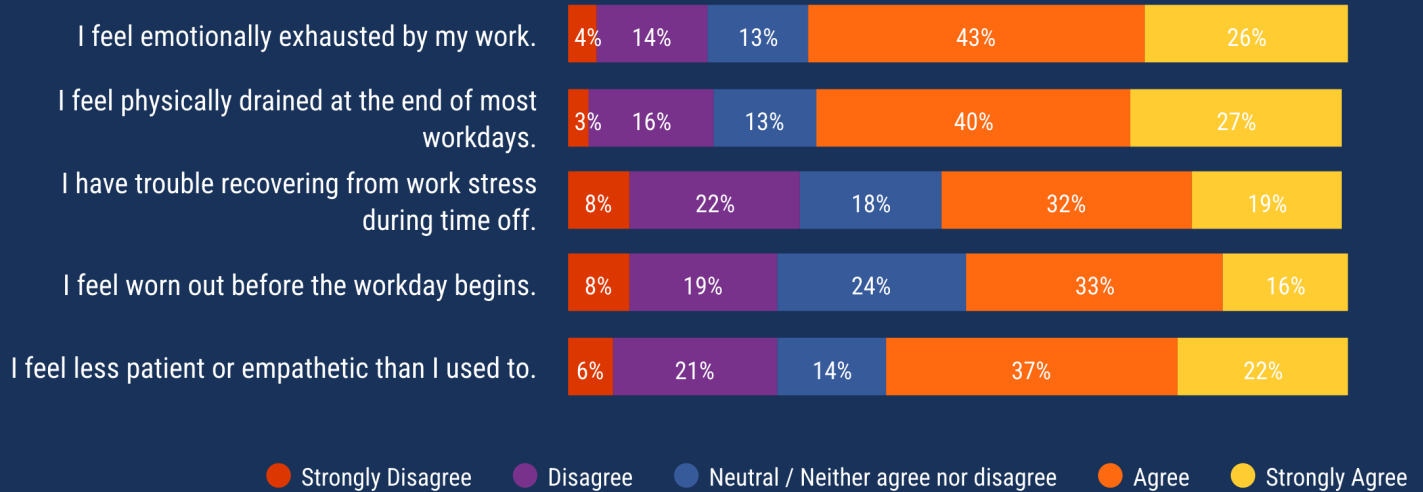




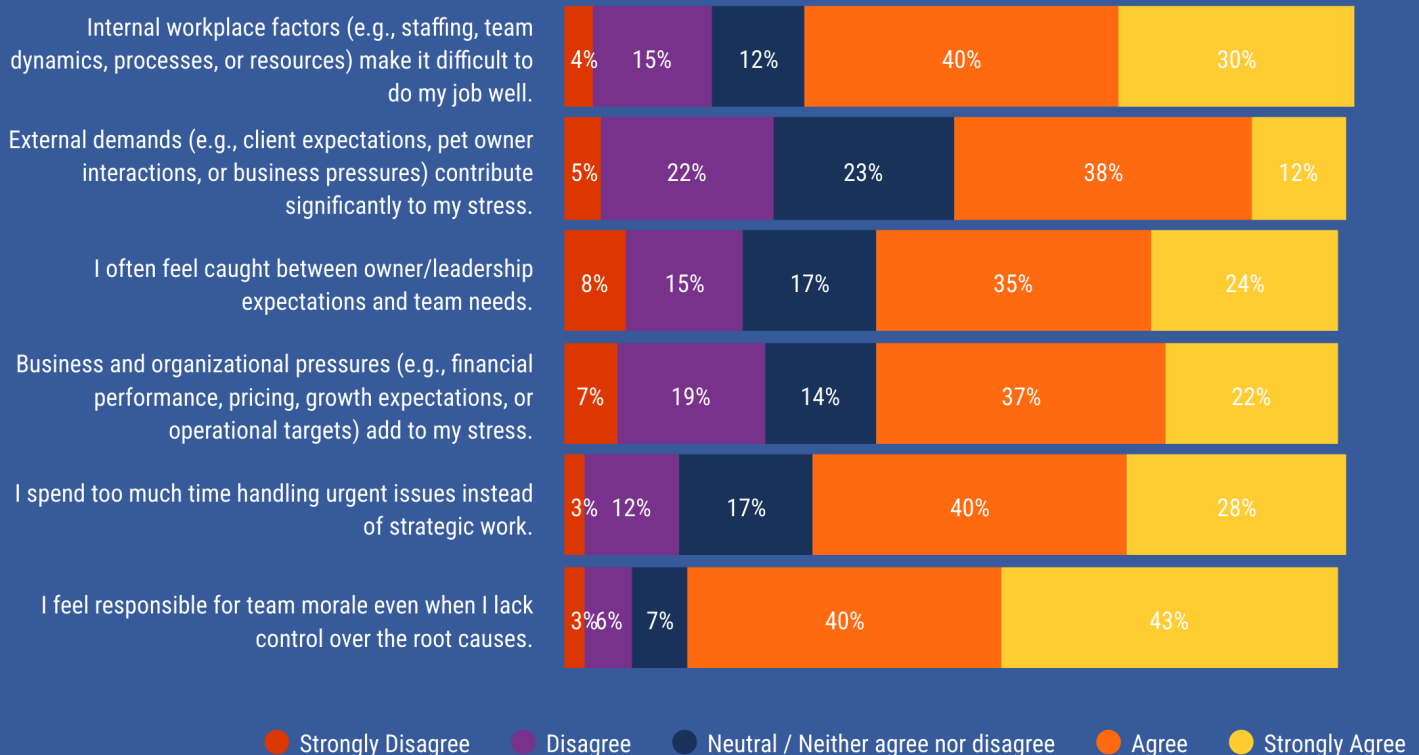
# Manager Burnout & Workload

**Q#1 Burnout Symptoms**, please indicate your level of agreement with the following statements.



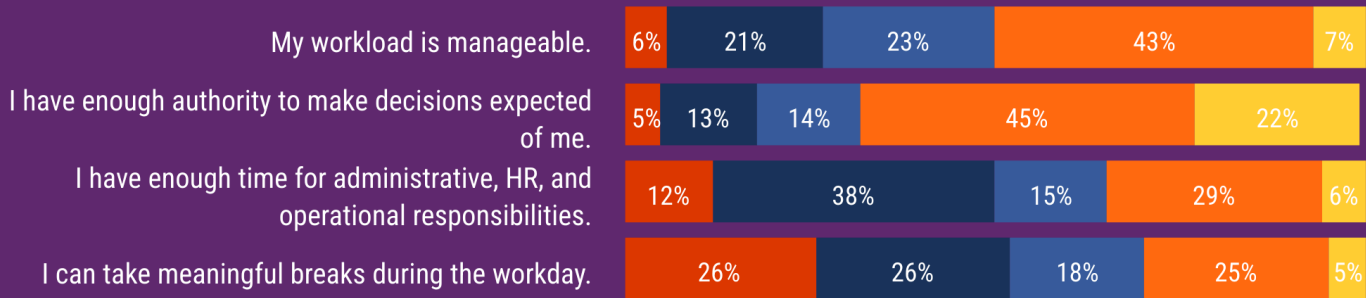
295 RESPONSES

**Q#2 Stressors**, please indicate your level of agreement with the following statements.



295 RESPONSES

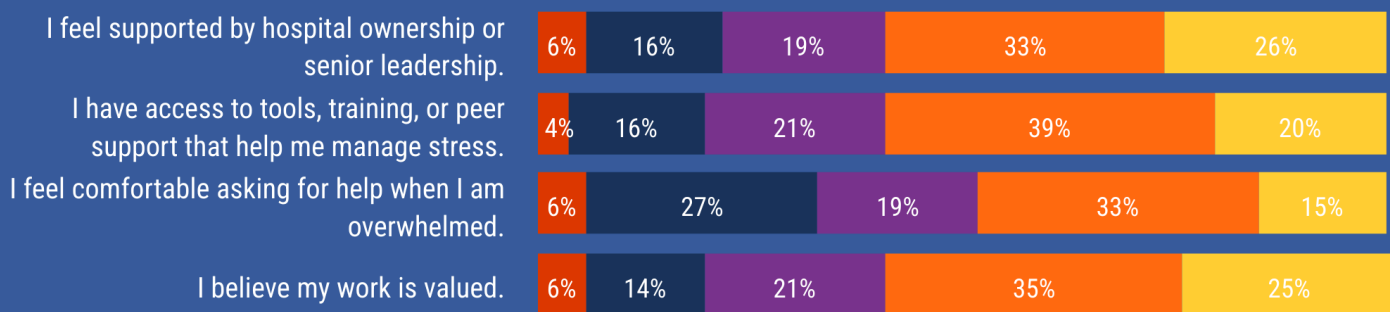
### Q#3 Workload and Control, please indicate your level of agreement with the following statements.



● Strongly Disagree ● Disagree ● Neutral / Neither agree nor disagree ● Agree ● Strongly Agree

295 RESPONSES

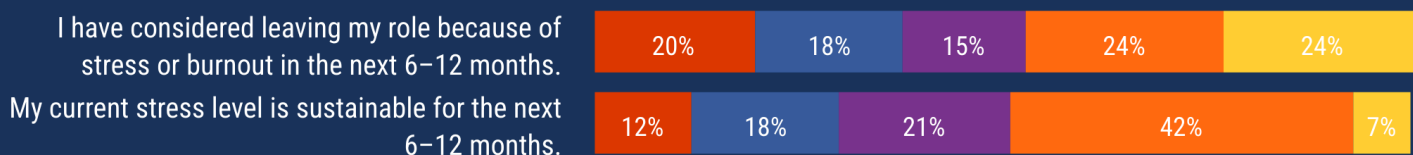
### Q#4 Support and Resources, please indicate your level of agreement with the following statements.



● Strongly Disagree ● Disagree ● Neutral / Neither agree nor disagree ● Agree ● Strongly Agree

295 RESPONSES

### Q#5 Retention and Risk, please indicate your level of agreement with the following statements.



● Strongly Disagree ● Disagree ● Neutral / Neither agree nor disagree ● Agree ● Strongly Agree

294 RESPONSES

Q#6 What one change would most improve your well-being at work?

Q#7 What support would help you feel more effective as a hospital manager?

Open Ended Responses Summarized on Page 3

## Manager Burnout & Workload

### #Q6 What one change would most improve your well-being at work?

The responses show that many veterinary leaders and managers are running on empty. Most aren't struggling because they lack passion or commitment; they're struggling because they're trying to manage staffing shortages, constant operational demands, team conflict, and leadership challenges all at the same time.

While pay and benefits came up occasionally, the biggest factors affecting well-being were things like:

- Having enough staff and reliable support
- Feeling trusted and empowered to lead
- Better communication and alignment from leadership
- A healthier, less toxic team culture
- Fewer day-to-day "fires."
- Better work-life boundaries

Overall, people are asking for workplaces that feel more sustainable. The feedback suggests that improving well-being is less about telling individuals to be more resilient, and more about creating better systems, stronger support, and healthier workplace cultures.

### #Q7 What support would help you feel more effective as a hospital manager?

The responses make it clear that most hospital managers don't feel ineffective because they lack dedication or effort; they feel overwhelmed by trying to carry too much with too little support. Many are juggling staffing shortages, HR issues, operational problems, corporate demands, team conflict, and day-to-day hospital responsibilities all at once.

What managers seem to want most is:

- Enough staff and reliable help
- Trust and autonomy to make decisions
- Owners and leadership who are aligned and supportive
- Less micromanagement
- More time to focus and plan strategically
- Better delegation support
- Recognition and appreciation for the work they do

There's also a strong emotional component throughout the feedback. Many managers feel isolated, overextended, and constantly "on." Several comments reflected burnout from always solving problems, managing conflict, and being the person everyone relies on.

Overall, the feedback suggests managers don't necessarily need more "resiliency training"; they need healthier systems, clearer leadership, realistic expectations, and enough support to do their jobs without operating in constant survival mode.