



# How Hope and Resilience Can Lower Burnout Among Child Welfare Workers

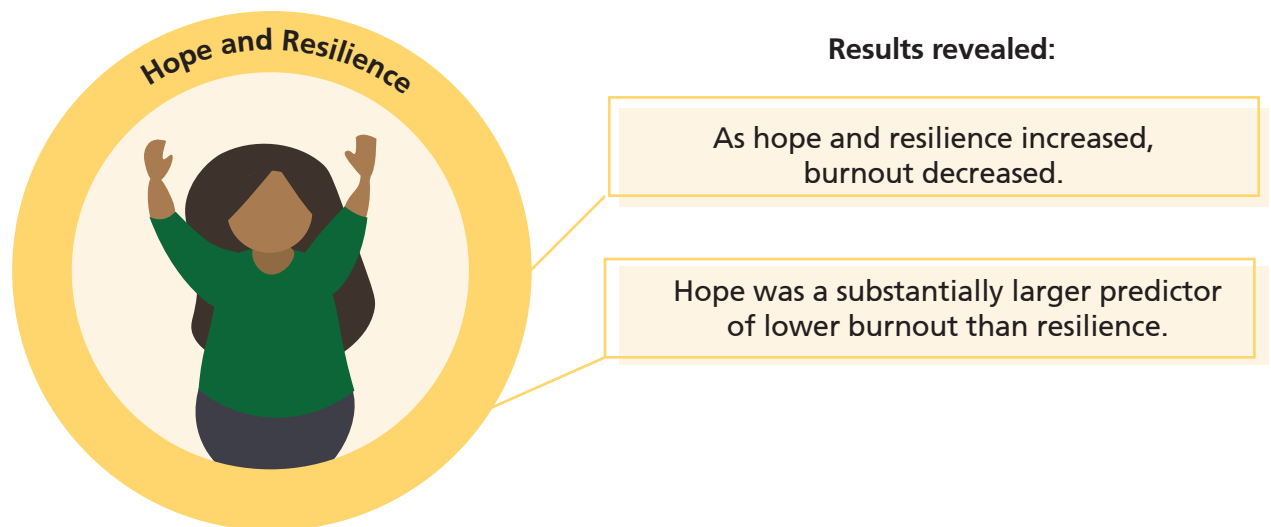
Pharris, A. B., Munoz, R. T., & Hellman, C. M. (2022). Hope and resilience as protective factors linked to lower burnout among child welfare workers. *Children and Youth Services Review*, 136, 106424.

## WHAT IS THIS RESOURCE?

Burnout is a significant concern among child welfare professionals, leading to high turnover and reducing service quality. This study examines how hope and resilience can reduce burnout and turnover in the child welfare workforce.

## WHAT ARE THE CRITICAL FINDINGS?

The study involved Oklahoma Child Welfare Services professionals (N = 1,272) completing an online survey that measured the relationship between resilience, hope, and burnout in their work.



These findings support the importance of hope and resilience as psychological states that independently contribute to lower burnout among child welfare professionals.

## WHAT ARE THE IMPLICATIONS FOR OUR WORK?

Organizations can reduce burnout and foster hope by helping employees align their valued goals with their strengths, interests, and values. This can include helping employees create obtainable goals, helping them reach their goals, and promoting their agency via activities like positive self-talk.

Funders and policymakers should explore how hope-centered practices can be infused into workforce interventions. This can benefit both the workforce and the families and children they serve by providing a hope-based framework to help professionals guide their work with families and within their organizations.