BURN BRIGHT, NOT OUT · UCONN SCHOOL OF DENTAL MEDICINE · FACULTY DEVELOPMENT

My Burn Bright Plan

Understanding and Preventing Burnout in Academic Dentistry · Juliette C. Daniels, Ed.D. · October 21, 2026

Check-in word (how I felt leaving my last clinic session): _____

1 My MBI Snapshot — private; for your reflection only

Emotional Exhaustion (higher = more risk)	☐ Low	☐ Moderate	☐ High	Score: _____
Depersonalization / Cynicism (higher = more risk)	☐ Low	☐ Moderate	☐ High	Score: _____
Personal Accomplishment (LOWER = more risk)	☐ Low	☐ Moderate	☐ High	Score: _____

My profile: ☐ Engaged ☐ Ineffective ☐ Overextended ☐ Disengaged ☐ Burnout

· Loudest dimension right now: _____

2 Circle of Control — list your top clinic stressors and sort them

CONTROL — I will change…	INFLUENCE — I will raise with…	CONCERN — I will accept / let go…

3 2 Risks

From my MBI and the Six Areas of Worklife (workload, control, reward, community, fairness, values)

1.

2.

4 2 Changes

One boundary and one priority shift

Boundary:

Priority (what I'll redirect or limit):

5 My Boundary Script — Acknowledge → state the boundary → offer the path forward

When a student…

I will say: "

6 1 Growth Goal — My 20%

New skill · teaching innovation · scholarship · mentoring · leadership

7 1 Action This Week

Specific and on my calendar within 7 days

What:

When:

Accountability partner: _____ **Two-week check-in date:** _____

Key Takeaways & Tools

1. **Recognize.** Burnout is an occupational phenomenon (WHO): unmanaged chronic workplace stress. Watch for exhaustion, cynicism and doubting your impact.
2. **Assess.** Know your MBI profile. "Overextended" and "Disengaged" are early warnings — the best window to act.
3. **Differentiate.** Systems drive most burnout (workload, control, reward, community, fairness, values); your response is still your lever.
4. **Cope & prevent.** Warm, firm boundaries; protect the important; guard your energy; connect; grow — protect ~20% for meaningful work.
5. **Act.** One boundary, one priority shift, one growth goal — with one action on your calendar this week.

34.6%
of early-career U.S. dental faculty are overextended; 13.5% fit a full burnout profile
Henry et al., 2024

~1 in 3
dental faculty met the threshold for loneliness — yet all named teaching as a source of joy
Smith et al., 2021

1.96×
higher odds of patient-safety incidents when clinicians are burned out
Panagioti et al., 2018

53.8%
burnout with <20% of time on your most meaningful work — vs. 29.9% with ≥20%
Shanafelt et al., 2009

Warm & Firm: Boundaries, Not Barriers

Formula: **Acknowledge → State the boundary → Offer the path forward.** Point to the process, not the person.

- **Repeated check requests:** "You're next, in about five minutes. While you wait, check your prep against the criteria sheet."
- **After-hours messages:** "Thanks for reaching out — I answer non-urgent messages on clinic days. Let's talk at office hours."
- **Chairside pushback:** "I want to talk this through with you. Let's finish safely for your patient, then debrief right after."

Prioritize: Important vs. Urgent

DO NOW	SCHEDULE
Patient safety · a student in difficulty · time-sensitive sign-offs	Your 20% · calibration · mentoring · scholarship · rest
REDIRECT	**LIMIT**
Routine questions → protocol, FAQ, clinic staff, the queue	Reply-all threads · non-urgent after-hours messages

Protect Your Energy in Clinic

- **Micro-resets:** 60 seconds between checks — breathe, water, posture
- **Ergonomics:** loupes, positioning, stretch breaks
- **Batch the admin** in protected blocks — not at 10 p.m.
- **Closing ritual:** a two-minute "done list" to leave clinic in clinic
- **Calibrate with peers** to cut decision fatigue
- **Recover:** sleep, movement, people, non-dental joys

Support Resources — confidential help is available

UConn Employee Assistance Program
The Lexington Group · free, confidential, 24/7
1-800-676-HELP (4357)
hr.uconn.edu (HR Services → EAP)

HAVEN — confidential assistance program for Connecticut health professionals (FSPHP member)
860-828-3175 · contact@haven-ct.org
www.haven-ct.org

Connecticut State Dental Association
860-378-1800 · info@csda.com
Wellness Ambassador: Dr. Rosabel Tobar, ADA Trustee, District 1 · rosabel.tobar@cordialdental.com

In crisis? Call or text **988** (Suicide & Crisis Lifeline), any time.

References & Future Learning

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