

# Interdisciplinary Strategies for Preventing Burnout in Healthcare Professionals: Integrative Review

Estratégias Interdisciplinares para Prevenção de Burnout em Profissionais da Saúde: Revisão Integrativa  
Estrategias Interdisciplinares para la Prevención del Burnout en Profesionales de la Salud: Revisión Integrativa

## RESUMO

Este estudo teve como objetivo identificar e analisar estratégias interdisciplinares para a prevenção do burnout em profissionais da saúde. Trata-se de uma revisão integrativa, realizada nas bases SciELO, LILACS, PubMed, Scopus e Google Acadêmico, no período de 2020 a 2025. Foram selecionados nove estudos que atenderam aos critérios de inclusão, analisados de forma descritiva e temática. Os resultados indicaram que o burnout é influenciado por múltiplos fatores organizacionais, sociais e individuais, exigindo respostas que ultrapassem medidas isoladas. As principais estratégias destacadas envolvem programas de apoio psicossocial, reorganização das cargas de trabalho, incentivo ao autocuidado, fortalecimento da cooperação interprofissional e implementação de políticas institucionais de promoção da saúde. Evidências apontam que ações interdisciplinares, ao integrarem diferentes áreas do conhecimento, favorecem não apenas a redução do estresse ocupacional, mas também a resiliência e a qualidade da assistência prestada. Conclui-se que a prevenção do burnout requer medidas coletivas, sustentadas por políticas institucionais e por uma cultura organizacional voltada ao cuidado do trabalhador.

**DESCRITORES:** Burnout; Profissionais da saúde; Estratégias interdisciplinares; Prevenção; Saúde do trabalhador.

## ABSTRACT

This study aimed to identify and analyze interdisciplinary strategies for preventing burnout among healthcare professionals. An integrative review was conducted in the SciELO, LILACS, PubMed, Scopus, and Google Scholar databases, covering the period from 2020 to 2025. Nine studies that met the inclusion criteria were selected and analyzed descriptively and thematically. Results showed that burnout is influenced by multiple organizational, social, and individual factors, requiring responses beyond isolated measures. The main strategies highlighted included psychosocial support programs, workload reorganization, encouragement of self-care, strengthening of interprofessional cooperation, and the implementation of institutional health promotion policies. Evidence indicates that interdisciplinary actions, by integrating different fields of knowledge, not only reduce occupational stress but also enhance resilience and the quality of care provided. It is concluded that preventing burnout requires collective measures, supported by institutional policies and an organizational culture that prioritizes workers' well-being.

**DESCRIPTORS:** Burnout; Healthcare professionals; Interdisciplinary strategies; Prevention; Occupational health.

## RESUMEN

El objetivo de este estudio fue identificar y analizar estrategias interdisciplinares para la prevención del burnout en profesionales de la salud. Se realizó una revisión integrativa en las bases SciELO, LILACS, PubMed, Scopus y Google Académico, en el período de 2020 a 2025. Se seleccionaron nueve estudios que cumplieron con los criterios de inclusión y fueron analizados de manera descriptiva y temática. Los resultados mostraron que el burnout está influenciado por múltiples factores organizacionales, sociales e individuales, lo que exige respuestas que superen las medidas aisladas. Las principales estrategias señaladas incluyeron programas de apoyo psicossocial, reorganización de las cargas de trabajo, fomento del autocuidado, fortalecimiento de la cooperación interprofesional e implementación de políticas institucionales de promoción de la salud. La evidencia indica que las acciones interdisciplinares, al integrar diferentes áreas del conocimiento, favorecen no solo la reducción del estrés ocupacional, sino también la resiliencia y la calidad de la atención prestada. Se concluye que la prevención del burnout requiere medidas colectivas, sustentadas por políticas institucionales y por una cultura organizacional centrada en el cuidado del trabajador.

**DESCRIPTORES:** Burnout; Profesionales de la salud; Estrategias interdisciplinares; Prevención; Salud laboral.

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## INTRODUCTION

**B**urnout has become one of the main problems affecting health professionals, characterized as a syndrome resulting from chronic work-related stress and manifested by emotional exhaustion, depersonalization, and reduced professional fulfillment<sup>1</sup>. This phenomenon not only compromises the physical and mental health of workers, but also has a negative impact on the quality of care provided, increasing absenteeism and staff turnover, thus becoming a challenge for health service management<sup>2</sup>.

Several studies point out that work overload, long hours, pressure for results, and insufficient structural and human resources are relevant risk factors for the development of the syndrome<sup>3</sup>. In the post-pandemic context, this scenario has intensified, revealing organizational weaknesses and the need for interventions that go beyond individual measures, also covering the institutional and collective levels<sup>4</sup>.

Furthermore, burnout should not be understood solely as an individual issue, but as the result of collective and organizational processes that continuously expose workers to adverse conditions<sup>2</sup>. Recent literature emphasizes that effective prevention requires a systemic approach, ranging from the restructuring of institutional policies to the implementation of spaces for dialogue and active listening between managers and teams<sup>3</sup>. In this context, it is essential to recognize that the psychological, social, and ethical dimensions of professional practice are interconnected and need to be addressed in an integrated manner.

Among the most discussed interdisciplinary strategies are psychosocial support programs, the promotion of self-care activities, the reorganization of workflows, and the enhancement of team culture. Such initiatives have a positive impact on reducing

occupational stress, strengthening resilience, and increasing professional engagement. In addition, experiences involving joint actions between psychology, nursing, medicine, health management, and even areas such as education and social work increase the capacity to respond to the emotional and work demands faced by these professionals<sup>1,4</sup>.

Thus, research on interdisciplinary strategies for preventing burnout in healthcare professionals is essential to support innovative, sustainable, and more humanized practices capable of preserving both the health of workers and the quality of care provided to the population<sup>2,3</sup>.

In this sense, interdisciplinary strategies emerge as promising alternatives for burnout prevention. The integration of different areas of knowledge enables more comprehensive approaches, including psychological support, reorganization of the work environment, encouragement of effective communication, strengthening of interprofessional cooperation, and adoption of practices focused on the well-being and quality of life of workers<sup>1,3,4</sup>. Analysis of these practices reveals the importance of overcoming traditional fragmented models, promoting a culture of care that considers both patients and healthcare professionals themselves.

## METHOD

This is an integrative literature review, a method that allows for the synthesis of scientific knowledge already produced on a given topic and broadens the understanding of complex phenomena. This modality was chosen because it allows for the inclusion of studies with different designs, which favors a comprehensive view of interdisciplinary strategies aimed at preventing burnout in healthcare professionals.

The research was conducted in January 2025, using the SciELO, LILACS, PubMed, Scopus, and Google Scholar databases, selected for their relevance and scope in the health field. To guide the search, the PICO strategy was used, in which “P” represented healthcare professionals, “I” corresponded to interdisciplinary prevention strategies, “C” was omitted because there was no comparison group, and “O” related to the reduction or prevention of burnout.

The controlled descriptors “burnout,” “health professionals,” “prevention strategies,” “interdisciplinarity,” and their equivalents in English and Spanish were used, combined by Boolean operators (AND/OR). The search was limited to publications available in full text, in Portuguese, English, and Spanish, between 2020 and 2025, a period in which there was significant growth in research related to the topic, especially after the COVID-19 pandemic.

The inclusion criteria were: original articles, systematic reviews, integrative reviews, qualitative or quantitative studies that addressed strategies for preventing or coping with burnout with an interdisciplinary approach. Editorials, letters to the editor, dissertations, theses, and articles that were not directly related to the theme were excluded.

The selection of studies took place in three stages: reading the titles, reading the abstracts, and finally, analyzing the full text. The screening was performed by two reviewers independently, and any disagreements were resolved by consensus. After the final selection, the articles were organized in a synoptic table containing information on the year of publication, objective, methodology, and main findings.

Data analysis was conducted thematically and descriptively, seeking to identify the main interdisciplinary

strategies proposed for burnout prevention, the contexts of application, and the evidence of effectiveness reported in the studies. This systematization allowed not only the synthesis of knowledge but also the identification of gaps for future research.

## RESULTS

The comparative analysis of the studies highlights different contexts of action, methodological approaches, and proposals for coping, emphasizing both the risk factors associated with the syndrome and the possibilities for intervention through collaborative practices, institutional support, and mental health promotion. Thus,

the table not only facilitates the visualization of the main scientific contributions already published, but also strengthens the discussion on the need for integrated strategies adapted to the reality of health services.

**TABLE 1 – Presentation of scientific findings:**

No.	Title	Year	Objective	Methodology	Main Contributions
1	Burnout in healthcare professionals: bioethical reflections on a collective problem	2022	Reflecting on the bioethical implications of burnout in healthcare professionals	Theoretical-reflective study	Highlights the ethical dimension of the phenomenon and institutional responsibility in prevention
2	Burnout in healthcare professionals	2025	Discusses the concept and evolution of burnout in different professional categories	Theoretical review	Presents a conceptual overview and highlights the need for collective action
3	Worker health in the SUS: challenges for public policy	2022	Analyzes public policies and implications for worker health	Critical analysis study	Relates working conditions to illness and the urgency of organizational strategies
4	Burnout in healthcare professionals: prevention and coping strategies	2023	Identify strategies for preventing and managing burnout	Narrative review	Points to interdisciplinary practices such as psychological support, self-care, and work reorganization
5	Burnout syndrome in intensive care nurses	2021	Assess prevalence and factors associated with burnout in nurses	Cross-sectional study	Evidence of high prevalence of the syndrome and reinforces the need for institutional interventions
6	Coping strategies in nurses facing occupational stress	2020	Investigate coping mechanisms used by nurses	Qualitative study	Identifies individual and collective strategies for coping with work stress
7	Burnout syndrome in primary health care professionals	2019	Analyzes risk factors for burnout in multidisciplinary teams	Quantitative study	Associates overload, poor working conditions, and lack of institutional support with the occurrence of burnout
8	Burnout in healthcare professionals in Portugal: implications and strategies	2019	Examine the prevalence of burnout and discuss preventive measures in the Portuguese context	Narrative review	Suggests interprofessional support and organizational changes as key strategies
9	Burnout and organizational strategies in multidisciplinary healthcare teams	2024	Evaluating organizational practices in addressing burnout	Case study	Points out that interdisciplinary institutional interventions are more effective than individual measures

## DISCUSSION

The findings of this integrative review show that burnout in healthcare professionals is a complex phenomenon, marked by multiple dimensions involving both individual and structural factors. From an ethical point of view, there is consensus that the syndrome should not be interpreted as the sole responsibility of the worker, but as a reflection of working conditions that undermine care and compromise professional dignity<sup>1</sup>. This

perspective reinforces the need for institutional policies that recognize burnout as a collective problem and not just an individual one.

Theoretical analysis of the phenomenon shows that, although the concept has evolved over the last few decades, there is still a difficulty in implementing effective coping strategies for different professional categories<sup>2</sup>. This challenge is related, in part, to the tendency to hold the individual solely responsible, disregarding organizational factors such as overload, lack

of institutional support, and precarious working conditions<sup>3</sup>.

In this context, interdisciplinary interventions emerge as promising alternatives, especially when they involve multiple areas of knowledge. Practices such as support groups, reorganization of care flows, encouragement of self-care, and the introduction of mental health promotion programs have shown positive effects in reducing symptoms and strengthening resilience among healthcare workers<sup>4</sup>.

Studies conducted in hospital and in-

tensive care settings show that prolonged exposure to human suffering and high demand for care increase vulnerability to burnout. Thus, institutional strategies ranging from psychological support to adjustments in working hours are essential to minimize risks. In addition, initiatives that consider coping mechanisms as individual resources for coping are relevant but insufficient if they are not linked to organizational changes<sup>5</sup>. In primary care teams, the results reinforce that the overload of demands, combined with a lack of resources, is directly associated with an increase in cases of burnout. This highlights the urgency of collective strategies, such as strengthening teamwork, equitable division of responsibilities, and the creation of spaces for listening and mutual support<sup>7</sup>.

International experience also contributes to a broader understanding of the issue. In Portugal, for example, studies indicate that the most effective preventive measures involve institutional reorganization, multidisciplinary integration, and valuing workers as a central part of the care structure<sup>8</sup>. Such evidence is consistent with national findings, indicating that isolated and individual practices tend to

have a limited impact, while collective and interdisciplinary strategies achieve more sustainable results<sup>9</sup>.

Overall, this review points out that addressing burnout requires more than one-off solutions: it is necessary to reconfigure healthcare work processes to address both patient and worker care. Interdisciplinarity emerges as a structuring axis, as it allows the articulation of different knowledge and practices in favor of promoting health and quality of life in the workplace.

### FINAL CONSIDERATIONS

This integrative review showed that burnout in healthcare professionals remains an ethical, organizational, and social challenge, whose prevention requires broader interventions than those traditionally focused on the individual. Although self-care and personal coping strategies are relevant, the studies analyzed demonstrate that such isolated initiatives are insufficient in view of the complexity of care demands.

The evidence suggests that the most promising path lies in the adoption of interdisciplinary practices that integrate different areas of knowledge and promote

joint actions between psychology, nursing, medicine, management, and social work. Measures such as psychosocial support programs, reorganization of workloads, creation of listening spaces, and strengthening of interprofessional and cooperation have shown a positive impact on reducing occupational stress and strengthening team resilience.

In addition, strengthening institutional and health management policies is essential for these strategies to be implemented in a sustainable manner. The reconfiguration of work processes, combined with the valorization of professionals as central subjects in care, represents an ethical and organizational commitment to promoting healthier work environments.

It can therefore be concluded that the prevention of burnout in healthcare professionals should be seen as a priority for services, coordinating individual, collective, and institutional interventions. Investment in interdisciplinary practices contributes not only to the health and quality of life of workers, but also to patient safety and the overall improvement of the care provided.

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