Understanding and Coping with Burnout

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Vision: knowing where you want to be in 3 to 5 years is more vital in turbulent times because of guidance to business decisions

Understanding: look and listen beyond your functional areas of expertise and communicate with all levels of employees

Clarity: deliberately process the chaos by quickly and clearly tuning into all the minutiae associated with the chaos

Agility: quickly communicate across the organization and apply solutions

According to the World Health Organizatioa syndrome resulting from chronic work-related stresscharacterized by

± feelings of energy depletion or exhaustion

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± feelings of negativism or cynicism related to one's job

± reduced professional efficacy and sense of accomplishment

Additional Burnout Resources

Burnout SelfTest

±_____

Mayo Clinic

± ______

Leiter & Maslach, 1999; Susa Biali Haas, M.D.)

Is a product of workplace context/culture Is NOT

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\pm JUST too much work \pm /v ] À ] \mu o u ‰ o } Ç [• ( \mu o š
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Leiter & Maslach, 1999; Susan Report: 1999; og

ISSO

Work overload

mentor

Lack of control over work

appreciation)
Workplace community problemserceived lack of support from superiors, incivility. Helpful to have supervisors who are available and willing to listen, train,

Insufficient rewardbeyond money, most important is social reward (recognition,

Unfair or inequality in pay, promotion, workload

Conflict personal values/job requirementsmoral distress

Discussion before Moving onto Coping Strategies

What are you seeing with your colleagues? What is most salient to you?



Leiter & Maslach, 1999; Susa Biali Haas, M.D.)

Exercise protects mental health

Comparable to antidepressant meds; 30 min of cardo 3/week = reduction in perceived stress after 4 weeks; with resistar exercise (bands, push ups) = less stress and increased confidence.

Clearboundaries between work and personal timexpectations for self? Team?)

7 t8 hours leep/night

Do the hardest thing first o • } % @ [} @ [š] i ÁZ š [• • v š] o •

Take frequent short Teaks (or naps)

Use your Vacation time and Model for teams

Practice Plaxation (Sanvelloapp, Mindfulness Based Stress Reduction,)

Prevention, Preparation, and Maintenance

Sleep

Nutrition

Exercise

Stress Management

Sanvellæpp (premium version)

Adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress

Recovering from catastrophes

Bouncing back from difficult experiences

Research has shown that silience is ordinary, not extraordinary. People commonly demonstrate resilience.

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ResiliencySAVES

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Be a good role model

SelfCare:basics are essential

Put on your oxygen mask first, Sharpen your saw, (Re)Fill your cup

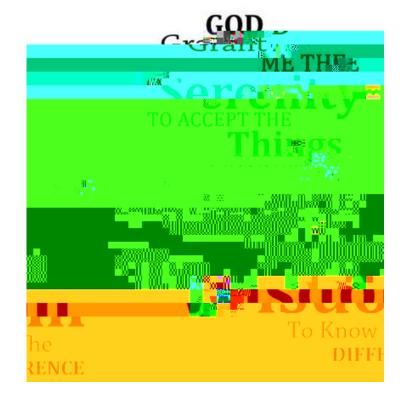
Circles of concern and influence

Limits and boundariest Z š[• Œ •}v o M v}µPZM ^µ•š]v o M

Extend grace

Radical acceptance

Serenity prayer



What is working for you now?

What additional specific, realistic, actionable strategies will you implement

± For YOURSELF?

± For your TEAM?

Add to chat box or unmute and speak

Workshop Evaluation