Understanding and Coping with Burnout

Patti J. Fleck, PhD. Director, Counseling Services Presenter Introduction

Invitation to pause and be present

Status Report

- + Reality check t pandemic, politics, budget, on top of Zv } CEu o o] ([
- ± Stress
- ±

General response to threat Fight/flight/freeze

Acute vs Chronic Rubber band analogy Orisis t resources overwhelmed, danger AND opportunity

Status Report: VUCA Leadership Responses

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

Status Report: Burnout

According to the World Health Organization Syndrome resulting from chronic work-related stress haracterized 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

<u>+ https://www.monkeypuzzletraining.co.uk/free-</u> <u>downloads/MBI_self_assessment_for_organisations.pdf</u>

Mayo Clinic

<u>+ https://www.mayodinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642</u>

Status Report: Burnout

(Leiter & Maslach 1999; SusaBiali Haas, M.D.)

Is a product of workplace context/culture Is NOT

- ± JUST too much work
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Status Report: Sx Key Causes of Burnout

(Leiter & Maslach 1999; Susan Report: 1999; og

ISSO

Work overload

- Lack of control over work
- Insufficient rewardbeyond money, most important is social reward (recognition, appreciation)
- Workplace community problemserceived lack of support from superiors, incivility. Helpful to have supervisors who are available and willing to listen, train, mentor
- Unfair or inequality in pay, promotion, workload
- Conflict personal values/job requirementsmoral distress

Discussion before Moving onto Coping Strategies

Status Report

- + Reality check t pandemic, politics, budget, <u>on top of</u> Zv } CE u o o] ([
- ± Stress
- ± VUCA
- ± Burnout

What are you seeing with your colleagues? What is most salient with YOU? ~> š [• Œš Á}Œ o}µ X• Go to www.menti.com and use the code 31 34 48 0

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

Status Report: Preventing and Minimizing Burnout (Leiter & Maslach, 1999; SusaBialiHaas, M.D.)

Exercise protects mental health

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

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

7 t8 hourssleep/night

Do the hardest thing first o. } % @]}@]š]ì Azš[· ·· vš] o.

Take frequent short Preaks (or naps)

Use your Vacation time and MODE for teams

Practice Claxation (Sanvelloapp, Mindfulness Based Stress Reduction,)

Coping Strategies - Self-Care

Prevention, Preparation, and Maintenance

Sleep Nutrition Exercise Stress Management

Sanvellcapp (premium version)

Adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress Bouncing back from difficult experiences Recovering from catastrophes

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

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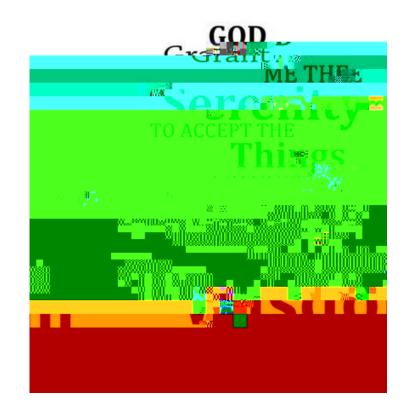
ResiliencySAVES

Coping Strategies t W šš][• dZ}µPZŠ• Be a good role model

- Self-Care: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 $\delta [\bullet CE \bullet] v \circ M v] \mu P Z M ^ \mu \bullet \delta] v \circ M$

- Extend grace
- Radical acceptance
- Serenity prayer



Group Wisdom and Personal Action Planning

- 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