



# Burnout Is Real

*How to Take Action to Protect Yourself and Your Job*

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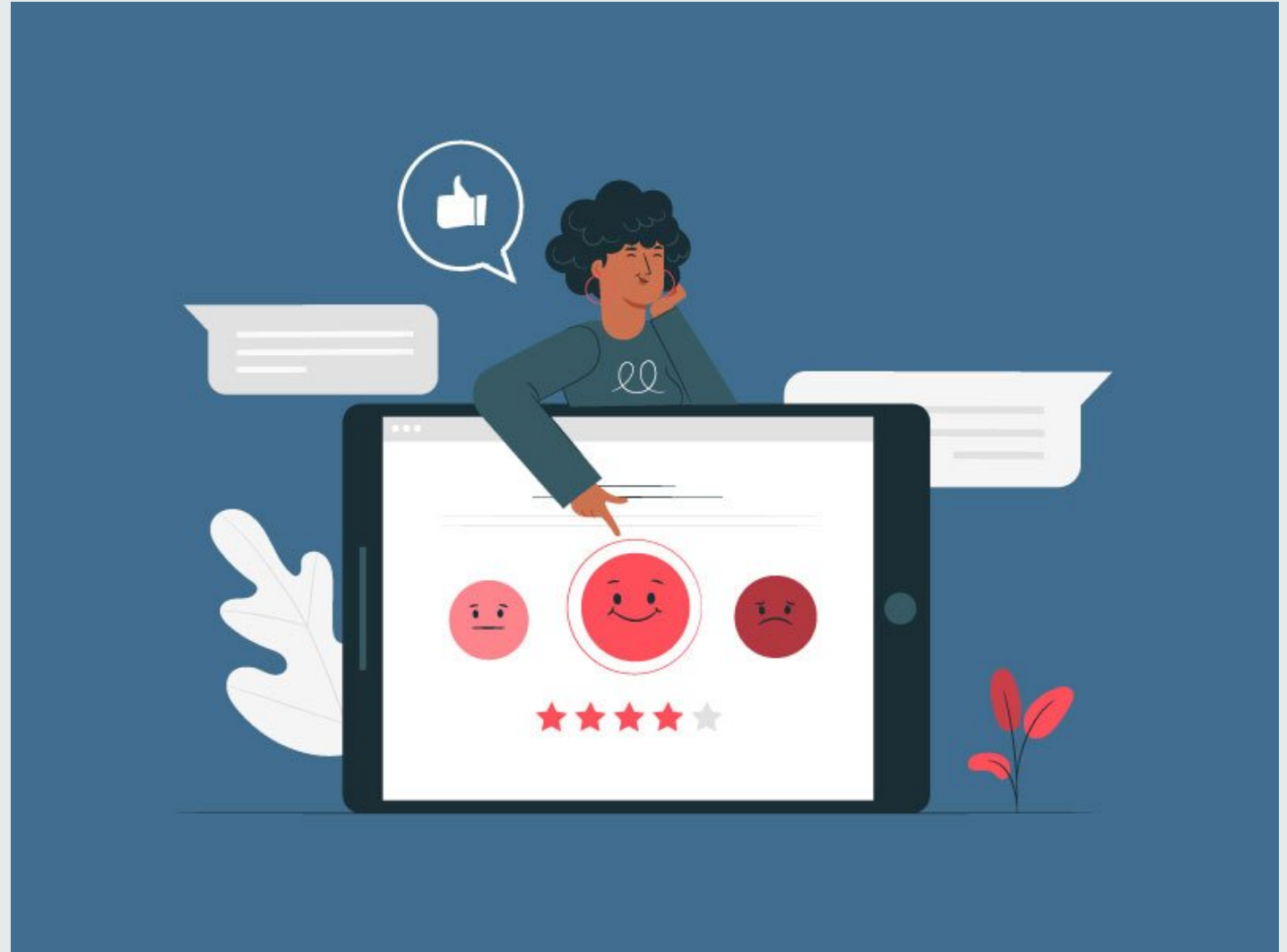
# Agenda for the morning

- I. Setting Intentions and Ask the Audience
- II. Defining True Burnout
- III. Self-Assessment: Are You At Risk?**
- IV. Real Prevention and Intervention Strategies**
- V. You and Your Supervisor: A Conversation Guide**
- VI. Questions and wrap-up

# Ask the Audience

*Which risk factor needs to improve in your world?*

- A. Sheer number of hours worked
- B. Workload/amount of deadlines
- C. Appreciation; connection with management
- D. Hiring more staff
- E. Increase in salary



# WHAT IS REAL BURNOUT?

- Burnout is truly a **mental health issue**
- As the pandemic lingers, **employee exhaustion is at historic levels**: more than 70% of employees reported being burnt out






















Workplace burnout is commonly defined as **extreme physical and emotional exhaustion** that results in feelings of extreme fatigue or **frustration, causing staff to become disengaged, unmotivated, and even cynical about their work.**

# Burnout Self-Assessment



- Grab a pen and paper
- Each statement will have the following options:
  - Not at all (1 point)
  - Sometimes (3 points)
  - Very often (5 points)
- **Trust your instincts.** *No one will see this but you!*

	Not At All (1)	Sometimes (3)	Very Often (5)
I feel run down and drained of physical or emotional energy.	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
I have negative thoughts about my job.	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
I am harder and less sympathetic with people than perhaps they deserve.	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
I am easily irritated by small problems, or by my co-workers and team.	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
I feel misunderstood or unappreciated by my co-workers.	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
I feel that I have no one to talk to.	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>
I feel that I am achieving less than I should.	<div><div></div></div>	<div><div></div></div>	<div><div></div></div>

	Not At All (1)	Sometimes (3)	Very Often (5)
I feel under an unpleasant level of pressure to succeed.			
I feel that I am not getting what I want out of my job.			
I feel that I am in the wrong organization or the wrong profession.			
I am frustrated with parts of my job.			
I feel that organizational politics or bureaucracy frustrate my ability to do a good job.			
I feel that there is more work to do than I practically have the ability to do.			
I feel that I do not have time to do many of the things that are important to doing a good quality job.			



Score	Assessment
<b>15-18</b>	No real signs of burnout.
<b>19-32</b>	Little sign of burnout here, unless some factors are particularly severe.
<b>33-49</b>	Be careful – you may be at risk of burnout, particularly if several scores are high.
<b>50-59</b>	You are at high risk of burnout – do something about this urgently.
<b>60-75</b>	You have probably reached severe burnout. Contact your doctor or mental health professional today.



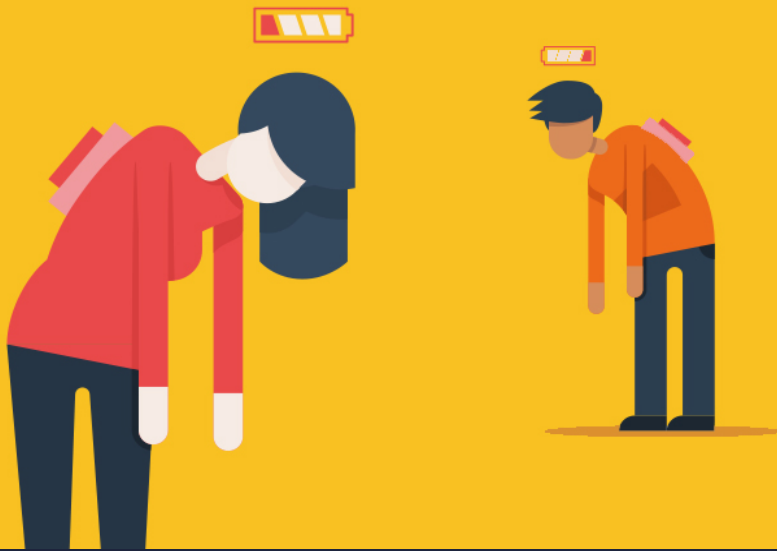
# IT CAN HAPPEN TO ANYONE

*Burnout is more likely when employees:*

- Have overly demanding expectations (internal or external)
- Never feel that the work they are doing is good enough
- Feel inadequate or incompetent
- Feel unappreciated for their work efforts
- Lack of independence or autonomy in the workplace
- Lack of adequate staff to do the work

If left  
unaddressed,  
burnout can  
result in...

- Increased **risk of accidents**
- **Poor physical health**
- Increased turnover, perhaps with **employees growing resentful** and staying too long
- **Sharply decreased workplace morale**
- **Clinical depression**
- The loss of a job or career **you once loved**  
(*termination or resignation*)



# Regular Stress vs. True Burnout: Telling the Difference

Stress	Burnout
Characterized by over-engagement	Characterized by disengagement or the desire to disengage
Emotions can be overreactive	Emotions become blunted or dulled
Produces urgency or hyperactivity	Feelings of helplessness or hopelessness
Loss of energy	Loss of motivation and hope
Anxiety or hyperawareness	Feelings of detachment and depression
Primary damage is both physical and emotional	Primary damage is emotional
At its worst, may kill you prematurely	At its worst, may make life seem not worth living

# The Lies We Tell Ourselves

- I am fine; everyone feels this level of stress
- I just need a good weekend or short vacation
- I can do this
- You don't understand
- If I tell anyone, I will have failed
- I don't need to ask for help

One solution? *Be as kind to yourself as you are to other people.*



What Can You Do Now?





## The “Three R” Approach

**Recognize.** *Watch for the warning signs of burnout.*

**Reverse.** *Undo the damage by seeking support, managing stress, and changing what aspects of your work that you can.*

**Resilience.** *Build your resilience to stress by taking care of your physical and emotional health.*



# #1

## TURN TO OTHER PEOPLE

- You are not a burden
- Other people feel the same way that you do
- Practice replacing your “sorry” with “thank you”
- It’s never too late to build new friendships
- Limit your contact with negative people







## #2 REFRAME THE WAY YOU LOOK AT WORK

- Shift your mindset away from allowing your job to define you
- Try to find a different kind of value in your work
- Seek out a new connection at work
- Take time off – without guilt!



# #3

## REBALANCE YOUR TIME

- Take **regular daily breaks** from technology.
- Nourish your creative side. **Remember fun?**
- **Set boundaries.** Ask for help **learning** and **practicing** them.
- Truly leave work at work – even simply **moving your laptop** out of sight.







## #4 BUILDING RESILIENCY

- **Honor your body.** It was built to need rest.
- Say no to someone else in order to **say yes to yourself.**
- **Be kind to yourself.**
- Decide on a powerful mantra. ***“This is tough, but so am I.”***

Start the Critical Conversation





## Preparing to talk with your supervisor

- Take a moment and talk to someone who boosts your esteem (or your therapist)
- Suffering in silence only makes it worse
- Frame this as a necessary conversation and approach the best person (manager or HR)

## BEFORE THE CONVERSATION

### Take a moment to write down the “why”

- Understand exactly *why* you are experiencing burnout (hours? workload? workplace conflict?)

### Identify solutions to alleviate those exact stressors

- Prepare by writing down feasible solutions that will still allow you to meet your work objectives

### Practice!

- Practice! Reach out to EAP or a trusted friend to rehearse; talk to someone who believes in you

# STARTING THE CONVERSATION

## Don't assume, and keep an open mind

- **Your boss may not be aware;** assume the best of them. Strong leaders know well-being is a priority (and affects the business)

## Set an agenda and communicate

- Walk them through your work analysis
- Highlight some of your **proposed solutions**
- Ask them for **guidance and input**

## Make a plan for **next steps** and following up

- Agree on a time to review any changes
- Be open to “**pausing and pacing**”
- We have to advocate for ourselves



# Contact us!

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