

# Understanding and Coping with Burnout

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*Presenter Introduction*

*Invitation to pause and be present*

*Status Report*

± Reality check t pandemic, politics, budget, on top of Z v } OE u o o ] ( [

± Stress

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*General response to threat*

*Fight/flight/freeze*

*Acute vs Chronic*

*Rubber band analogy*

*Crisis † 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, **burnout is a syndrome resulting from chronic work-related stress**, characterized by

- ± feelings of energy depletion or exhaustion
- ± increased irritability, cynicism, and feelings of negativity
- ± feelings of negativism or cynicism related to one's job
- ± reduced professional efficacy and sense of accomplishment

# Additional Burnout Resources

## Burnout SelfTest

± [https://www.monkeypuzzletraining.co.uk/free-downloads/MBI\\_self\\_assessment\\_for\\_organisations.pdf](https://www.monkeypuzzletraining.co.uk/free-downloads/MBI_self_assessment_for_organisations.pdf)

## Mayo Clinic

± <https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642>



# Status Report: Burnout

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

Is a product of workplace context/culture

Is NOT

± JUST too much work

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# *Status Report: Six Key Causes of Burnout*

(Leiter & Maslach 1999; Susan Report: 1999; o)

Work overload

Lack of control over work

Insufficient reward beyond money, most important is social reward (recognition, appreciation)

Workplace community problems, perceived 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 requirements, moral distress

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# Discussion before Moving onto Coping Strategies

## *Status Report*

- ± Reality check † pandemic, politics, budget, on top of
- ± Stress
- ± VUCA
- ± Burnout

*What are you seeing with your colleagues?*

*What is most salient with YOU?*

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Go to [www.menti.com](http://www.menti.com) and use the code 31 34 48 0

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

 Mentimeter



# Status Report: Preventing and Minimizing Burnout

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

## Exercise protects mental health

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

## Clear boundaries between work and personal time (expectations for self? Team?)

## 7 to 8 hours sleep/night

## Do the hardest thing first

## Take frequent short breaks (or naps)

## Use your vacation time and model for teams

## Practice relaxation (Sanvello app, Mindfulness Based Stress Reduction,)

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# *Coping Strategies - Self-Care*

## Prevention, Preparation, and Maintenance

Sleep

Nutrition

Exercise

Stress Management

Sanvellaapp (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 resilience is ordinary, not extraordinary. People commonly demonstrate resilience.

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Resiliency SAVES

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# Coping Strategies

Be a good role model

Self-Care: basics are essential

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

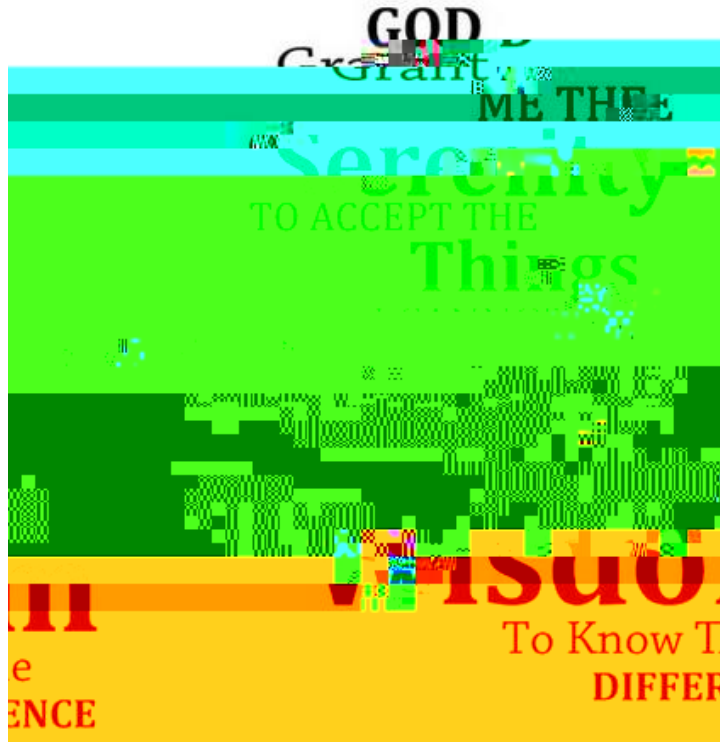
Circles of concern and influence

Limits and boundaries

Extend grace

Radical acceptance

Serenity prayer



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# *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