Overcoming Burnout

Objectives

- Definition of burnout
- Recognize how burned out you are
- How to recognize burnout in others
- Consequences of burnout
- Basic self-care
- Strategies to overcome burnout
- Strategies to help others overcome burnout

Definition

Burnout is: emotional, physical and mental exhaustion caused by excessive, prolonged, or a certain type of stress

- Long-term exhaustion
- When problems seem insurmountable
- No energy at work or home
- A consistent feeling of being overwhelmed
The Facts

What Burnout Is:
- Depletion of energy for tasks at hand
- Inability to find inner strength
- Cannot recover without an action plan to correct

What Burnout Is Not:
- Regular exhaustion — physical or mental
- Recover in a day or two — ability to feel recharged on your own
- Something a good night’s sleep can fix

Burnout Scale

Cranky → Tired → Exhausted → Depleted → Burned Out

What are the causes?
- Lifestyle choices
- Lack of control
- Unclear or unrealistic expectations
- Job or workplace issues and concerns
- Individual personality characteristics
Recognize How Burned out You Are

How hard is it to get up in the morning?
On a scale of 1-10
- How much do you enjoy your job?
- How often do you feel excited at work?

Do you have 1-year, 3-year and 5-year plans?
Do you still have hopes and goals for your job and career?

The first step is awareness!

Recognizing Burnout in Others

Simply ask the same questions of your loved ones or colleagues, or see if you observe related behaviors in them

It is important not to ignore burnout in others because it is contagious
- What happens when someone you work with is ALWAYS negative – and drags everyone down?
- What happens when that spills over at home?

Consequences of Burnout

- Sickness
- Lower productivity
- Damaged relationships
- Stalled careers
- Unfulfilled dreams
Basic Self-Care
You need to take care of your body to get through the day.

- Sleep – 7-8 hours seven night a week 80% of the time
- Nutrition – overall healthy – everything in moderation, beware of eating as coping mechanism
- Exercise - 30 minutes as many days as you can – or 3 smaller 10 minute bursts of exercise. Move, move, move!

Strategies to Overcome Burnout
If you are truly burned out: first find a mentor, coach or counselor who is going to encourage you

- You must set new specific goals to strive for
- Challenge yourself
- Pace yourself
- Make it hard – harder than you think you can stand
- Shake it up: change your commute, what you wear, where you eat lunch
- Work on organization and use a calendar
- Plan something to look forward to

Others
Encourage others to live a healthy lifestyle

- Support trial and error on their part, as long as they are trying
- “Manipulate” changes
- Encourage them to get out of their comfort zones
- Suggest they concentrate on their work and the things they can control
- Acknowledge that you understand the burnout, and why they feel that way, while encouraging them to set goals
Reversing Burnout Techniques

- Relaxation
- Take Breaks
- Go for a walk
- Guided imagery
- Reframing the experience
- Connect with the peers that will push you to be more positive
- Manage expectations

- Expect life to be tough from time to time and know “this too shall pass”
- Focus on the positive aspects of your life
- Burnout is reversible and by gaining work/life balance both spheres will benefit
- Lower your stress

How Your EAP Can Help – If you’d like to receive more support consider contacting your EAP

- Face-to-face counseling sessions
- Legal/financial consultations
- Child/life eldercare consultation & referrals
- Daily resources
- ID theft recovery & free credit monitoring
- Nursing mother support program
- myStrength
- Member Center- Online Provider Access
- Comprehensive website New Look!!!

Resources:
- Self assessment
- Stress skill-builder seminar
- Health/wellness library
- Legal forms

Call 800/999-7222
or
go to our website at
www.anthemeap.com
Login: CCCD

Thank you!