

**Beat Burnout:**  
Signs you are on the edge  
& what to do about it

**What if**  
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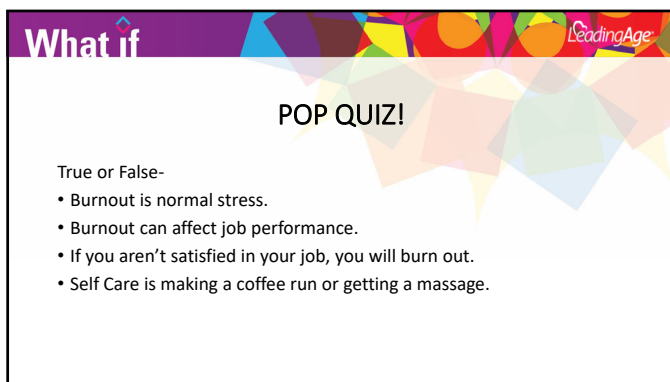
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**What if**

**POP QUIZ!**

True or False-

- Burnout is normal stress.
- Burnout can affect job performance.
- If you aren't satisfied in your job, you will burn out.
- Self Care is making a coffee run or getting a massage.

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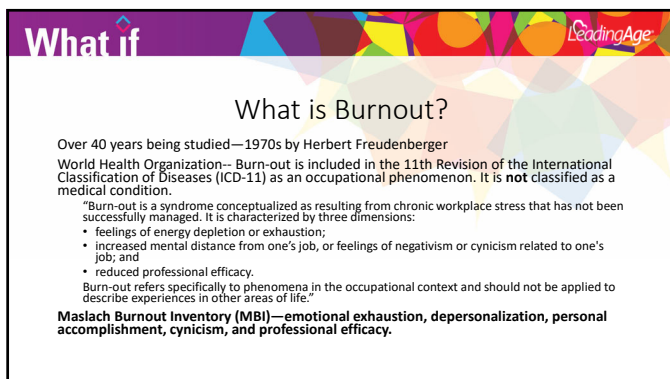
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**What if**

**What is Burnout?**

Over 40 years being studied—1970s by Herbert Freudenberger

World Health Organization— Burn-out is included in the 11th Revision of the International Classification of Diseases (ICD-11) as an occupational phenomenon. It is **not** classified as a medical condition.

"Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life."

**Maslach Burnout Inventory (MBI)—emotional exhaustion, depersonalization, personal accomplishment, cynicism, and professional efficacy.**

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### How can we prevent burnout?

Let's use the analogy of lifting weights to teach us about ways to manage stress.



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#### Weights

1. Different people can lift different amounts of weight.
2. The more you practice lifting weights, the more you can lift without strain.
3. When you are sick, tired, or under-nourished, it is harder.
4. It helps to work with a trainer.
5. Sometimes it helps to have a spotter.
6. Cross-Training is important.
7. Evaluate progress.
8. Everyone has a breaking point.

#### Stress

1. Be kind to yourself. Stop comparisons.
2. Learn new coping skills for stress and practice them even when not under stress.
3. Take care of your body.
4. Sometimes it helps to seek the help of an expert—therapist, life or career coach, mentor or supervisor.
5. Seek support from others—friends, co-workers, relatives, support groups.
6. One coping skill doesn't work for all types of stress. Try new tools regularly.
7. Evaluate what is working and what is lacking. When you have faced stress before, what helped you?
8. If you have reached a breaking point, get help from a trained mental health expert.

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### What are signs that you are on the edge?

Mind	Body	Spirit	Social
<ul style="list-style-type: none"> <li>• Mental clarity</li> <li>• Focus</li> <li>• Productivity</li> <li>• Boredom</li> <li>• Depression</li> <li>• Anxiety</li> <li>• Suicidal thoughts</li> </ul>	<ul style="list-style-type: none"> <li>• Fatigue</li> <li>• Low energy</li> <li>• Illnesses</li> <li>• Poor sleep</li> <li>• Feeling "wired"</li> <li>• Absenteeism</li> </ul>	<ul style="list-style-type: none"> <li>• Apathy</li> <li>• Cynicism</li> <li>• Compassion fatigue</li> <li>• Sarcasm</li> <li>• Guilt</li> <li>• Self Doubt</li> </ul>	<ul style="list-style-type: none"> <li>• Reduced teamwork</li> <li>• Disconnect</li> <li>• Strained relationships</li> <li>• Communication problems</li> <li>• Suspiciousness</li> </ul>

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## 2. Seek opportunities for growth

CEUS

BOOKS

PODCASTS

CONFERENCES-  
LEADINGAGE!

CLASSES AND  
WORKSHOPS

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## 3. Connect

"I define connection as the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship." — **Brené Brown**

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## 4. #SelfCare



"We talk about self-care in terms of bubble baths, a pint of ice cream and a nice glass of wine. #selfcare is a trendy way to give ourselves permission to cheat on our diet or be a little selfish. But real self-care is much more than that. It is about being attune to the needs of our minds, bodies, and spirits. Self-care is best when it is exercised with self-awareness."  
—Rev. Palmer Cantler

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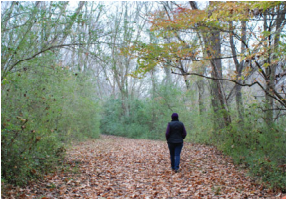
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### 5. Spend time in nature



- Walking meetings
- Retreats
- Lunch breaks outside
- Phone calls on the porch (nonconfidential)

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### 6. Take breaks

  
 Vacations

  
 Pauses in the day

  
 Unplug and reset

  
 Rest

  
 Leisure

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### 7. Practice mindfulness

- Increase awareness of current states and triggers
- Focus on the present
- Try guided imagery and meditation
- Deep breathing tools



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### 8. Set health boundaries

- You can't be all things to all people.
- Just because you can do something, doesn't mean you should.
- Don't let the perfect be the enemy of the good.
- Limit contact with negative people.
- Saying no is a complete sentence.
- Stop multi-tasking—focus on one thing at a time.
- Scheduling and prioritizing
- Relocation

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### 9. Monitor habits



- Drinking
- Smoking
- Overeating
- Binge watching
- Staying late
- Gossiping

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### 10. Ask three important questions

- What am I meant to learn from this experience?
- What part of this can I control?
- What would my future self say about this?



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# What if we made life better for our staff?

Check in with staff—ask questions.  
Show appreciation regularly and in surprising ways.  
Show you care.  
Give staff the tools, training, and resources they need to succeed.  
Remind staff about the mission.

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