

Preventing Burnout in the Helping Professions

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Objectives

- Identify stress and burnout, and understand the difference
- Learn tips for stress management
- Know what to do if you are feeling burned out
- Make a commitment to healthy living and self-care!

What is Stress? What is Burnout?

- Stress is the body's physical and psychological response to anything perceived as overwhelming
- Burnout is a state of emotional and physical exhaustion caused by excessive and prolonged stress

Source: www.helpguide.org

Discussion

- What are common causes of stress and burnout at work particularly for caregivers?

Signs and Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Social
- Financial

Signs and Symptoms of Burnout

- Feelings of:
 - Powerlessness
 - Hopelessness
 - Emotional exhaustion
 - Detachment
 - Isolation
 - Irritability
 - Frustration
 - Failure
 - Despair
 - Cynicism
 - Apathy
- Decrease in:
 - Self-esteem
 - Concentration
 - Memory
- Increase in:
 - Error rate
 - Absenteeism
 - Hypochondria
 - Sleep disruption

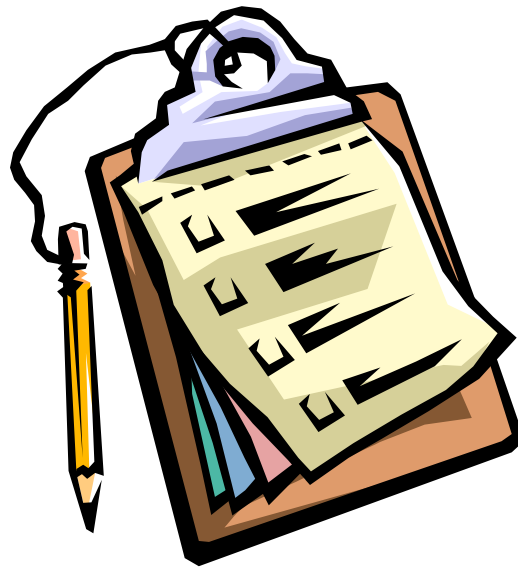
What's the Difference Between Stress and Burnout?

Stress	Burnout
Overengagement	Disengagement
Overreactive emotions	Blunted emotions
Produces urgency & hyperactivity	Produces helplessness & hopelessness
Loss of energy	Loss of emotion, ideals, hope
Leads to anxiety disorders	Leads to detachment, depression
Primary damage is physical	Primary damage is emotional

Source: www.helpguide.org

Self-Assessment: How Stressed and Burned Out Are You?

- Stress Quiz
- Burnout Assessment



Discussion

- Why is taking care of ourselves so hard?
 - *"Self-care isn't about self-indulgence. It's about self-preservation."* – Audre Lorde
 - *"[Self-care is] that idea of putting your oxygen mask on first before helping others."* - Renee Peterson Trudeau
- What are the benefits of self-care?

Source: www.statesman.com

4 Areas of Self-Care

- Physical
- Emotional
- Spiritual
- Mental

Source: www.statesman.com

Physical Care

- Identify your stress symptoms
- Eat healthy and energizing foods
- Get enough sleep
- Drink plenty of water
- Exercise to replenish energy and manage stress
- Use relaxation techniques

Source: www.statesman.com

Emotional Care

- Have a heart-to-heart with a close friend or mentor
- Have kind, loving thoughts about yourself
- Seek out support from a therapist, coach, counselor, EAP, etc.
- Write in a journal
- Go out by yourself, with partner, friends, family

Source: www.statesman.com

Spiritual Care

- Take time to be by yourself to think or write
- Take a walk in a park or out in nature
- Meditate, pray or just reflect on what you're grateful for
- Do something creative such as writing or drawing
- Volunteer for a cause you care about

Source: www.statesman.com

Mental Care

- Read a good book or see an intellectually stimulating movie
- Learn a new skill or hobby
- Sign up for a class, group or workshop
- Challenge yourself to learn something new at work
- Learn from colleagues who are resilient

Source: www.statesman.com

Coping Strategies in the Moment

- Count to 10
- Take a deep breath
- Get centered in your body
- Take a walk
- What else?

Source: Karissa Lockett, Children's Medical Center of Dallas

Burnout: Steps to Wellness

- Acknowledge that you are in a serious state of depletion
- Give yourself permission to experience your emotions
- Review areas of self-care
- Design and implement a holistic plan to recover
- Get help

Source: Karissa Lockett, Children's Medical Center of Dallas

Help is Available

- Supervisor, mentor
- Human Resources
- Claremont EAP
- Medical professional
- Support groups
- Leader of your faith community
- Family, friends

A Matter of Perspective

- Let go
- Learn to say “No”
- Set realistic goals
- Slow down
- Simplify
- Know and respect your limits
- Ask for help
- Laugh

What Are You Going to Do Now?

KEEP (doing)	START (doing)	STOP (doing)

Wrap-Up

- Evaluations

