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Welcome to the Webinar

- All attendees are on mute - to ask a question, please type it into the Q&A box in the control panel on your screen
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Burnout Prevention

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This presentation will provide an overview of:

- Burnout causes
- How to inspire; not demotivate
- Why autonomy is important
- Best strategies for individuals to use to prevent personal burnout
- How to use emotion regulation



Burnout Defined

Burnout syndrome is often described as resulting from:

Prolonged exposure to chronic stressors in the workplace



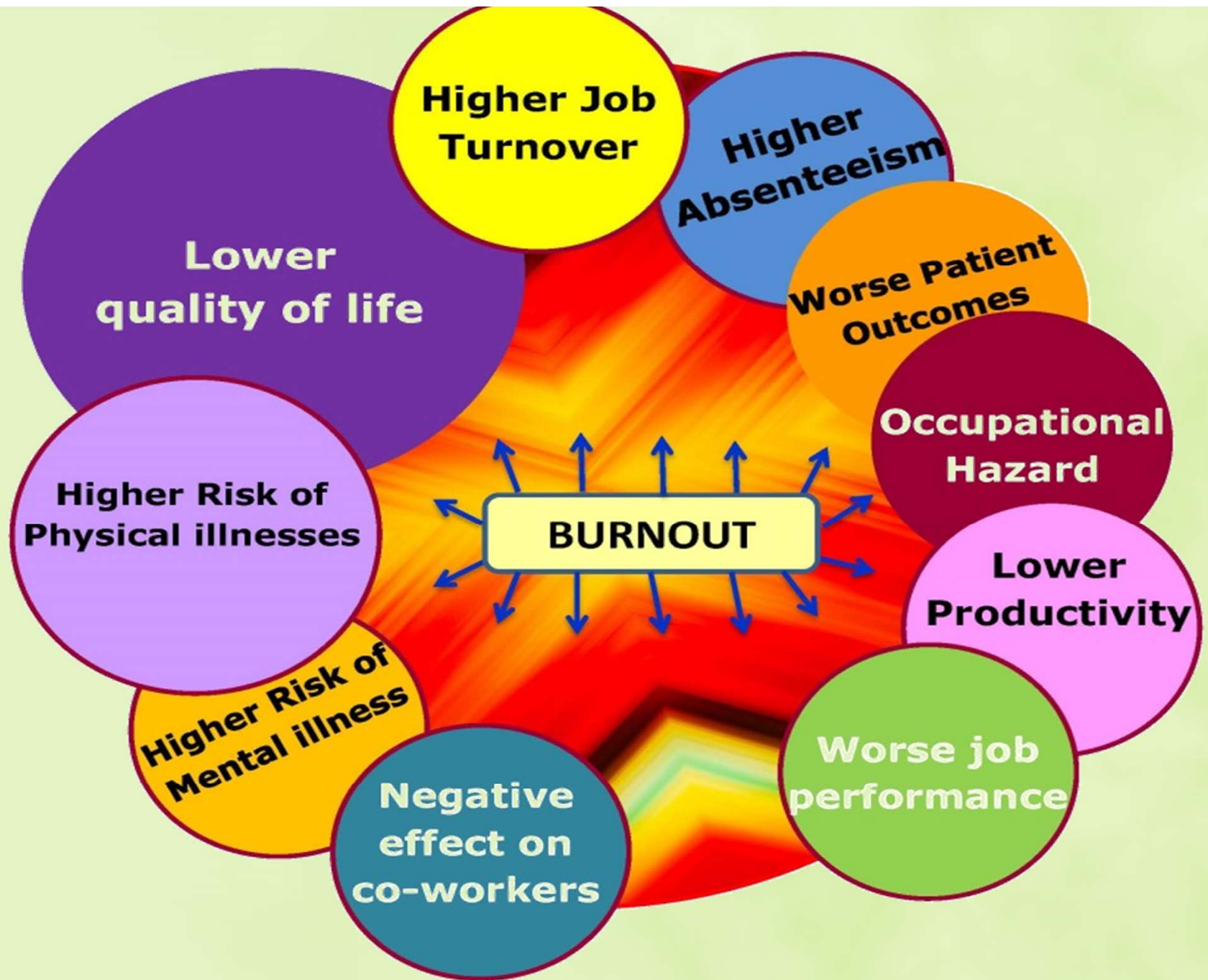
Better Burnout Definition

Burnout is the result of chronic stress, largely from one's work, when an individual has inadequate stress management and coping skills for the stress they're experiencing.



Symptoms of Classic Burnout

- Emotional exhaustion – indicated by low emotional and physical energy toward one's work
- Depersonalization – evidenced by increasing levels of cynicism
- Low sense of personal accomplishment or meaning found in the work





Burnout is associated with poor outcomes from or increased risk of:

- Cardiovascular diseases
- Type II diabetes
- Sleep problems
- Musculoskeletal pain
- Impaired fertility
- Mortality
- Alcoholism and drug abuse/addiction
- Higher rates of suicide

(Toker, Melamed, Berliner, Zeltser, & Shapira, 2012), (Consoli, 2015), (Melamed, Shirom, Toker, & Shapira, 2006), (Armon, Shirom, Shapira, & Melamed, 2008), (Metlaine, et al., 2017), (Boehm, 2012)



Contributors to Burnout

- + Time Stress
- + Broken Psychological Contracts
- + Financial Stress
- + Compliance Stress
- + Compassion Fatigue

= Stressors



Contributors to Burnout

- + Lack of Autonomy
- + Lack of Purpose & Meaning
- + Emotional Labor
- + Lack of Appreciation

= Stressors



Lack of Autonomy

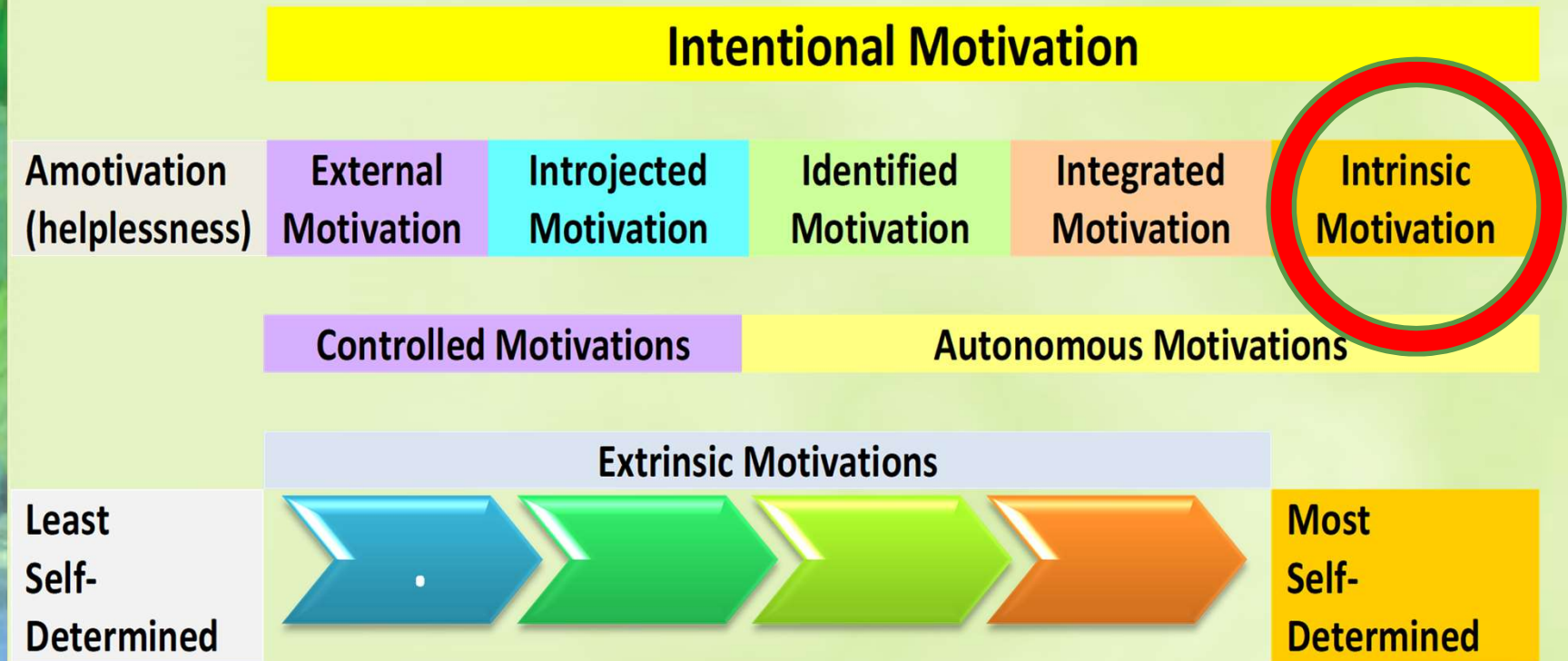
Presenting task in ways that makes them seem more autonomous is helpful. Individual perception is the final determinate of whether something feels autonomous or imposed by external factors.



Intrinsic Motivation is:

*Freedom from external
control or influence*

Intrinsic Motivation is Best



Based on Deci & Ryan SDT, 2000

Energy available for task →

Persistence at task →

Increasing care and quality →

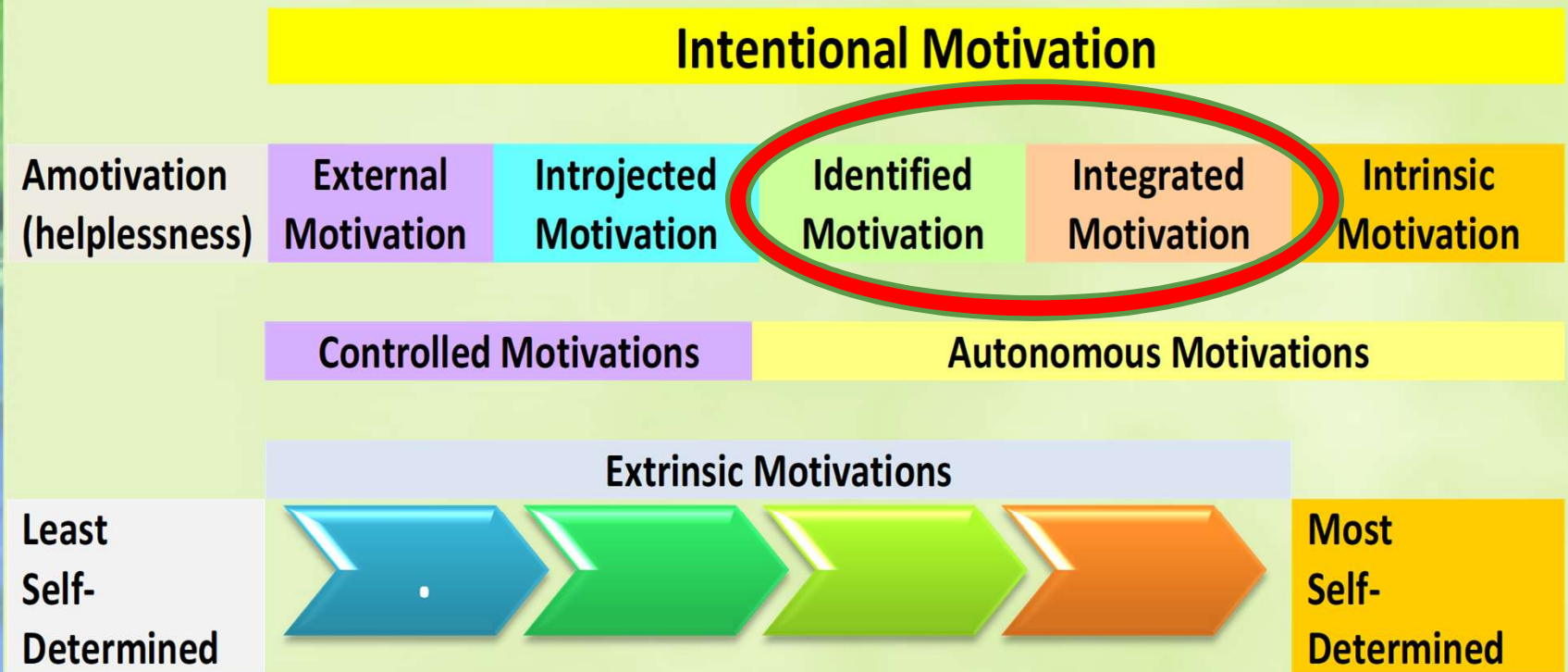
Experience more positive emotions →



Lack of Purpose

Tasks that lack purpose are the most common type of mandated behavior that contributes to burnout. They can come from employer, a regulator, insurer, etc.

Tasks without a purpose makes it almost Impossible to integrate or identify with them.



Based on Deci & Ryan SDT, 2000



Lack Meaningful Contribution
Doesn't contribute to the

WHY



Emotional Labor

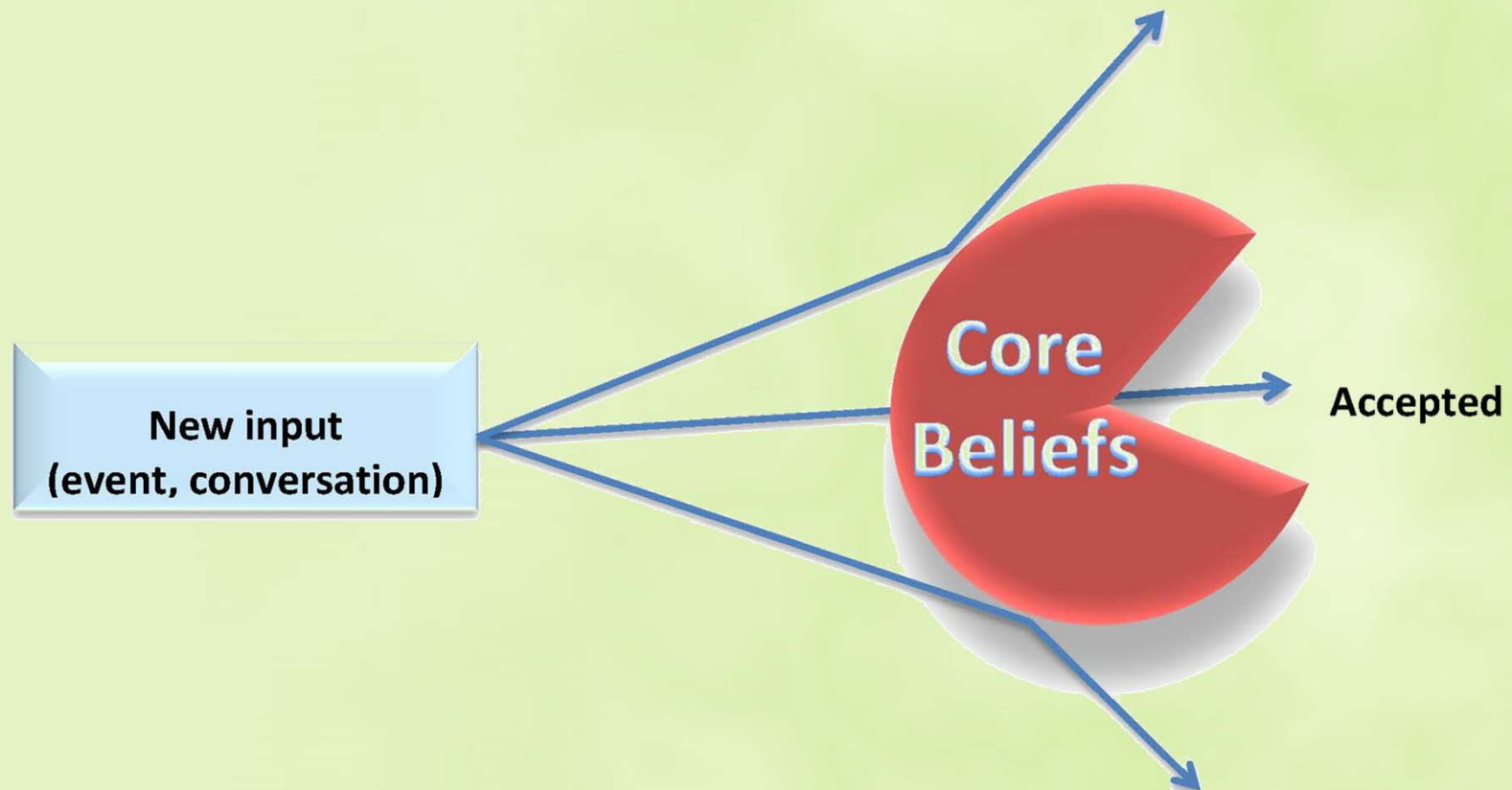
Lacks Authenticity

- Required to pretend an emotion not being experienced
- Unhealthy because stressful
- Decreases trust

Lack of Appreciation

This is largely perception

Too good to be true: The mind will create a back story to make it consistent with core beliefs



Too awful to be true: The mind will create a back story to make it consistent with core beliefs

Continuum: Engaged to Burned Out

**Highly
Engaged**

Engaged

Coasting

**Actively
Disengaged**

**Burned
Out**






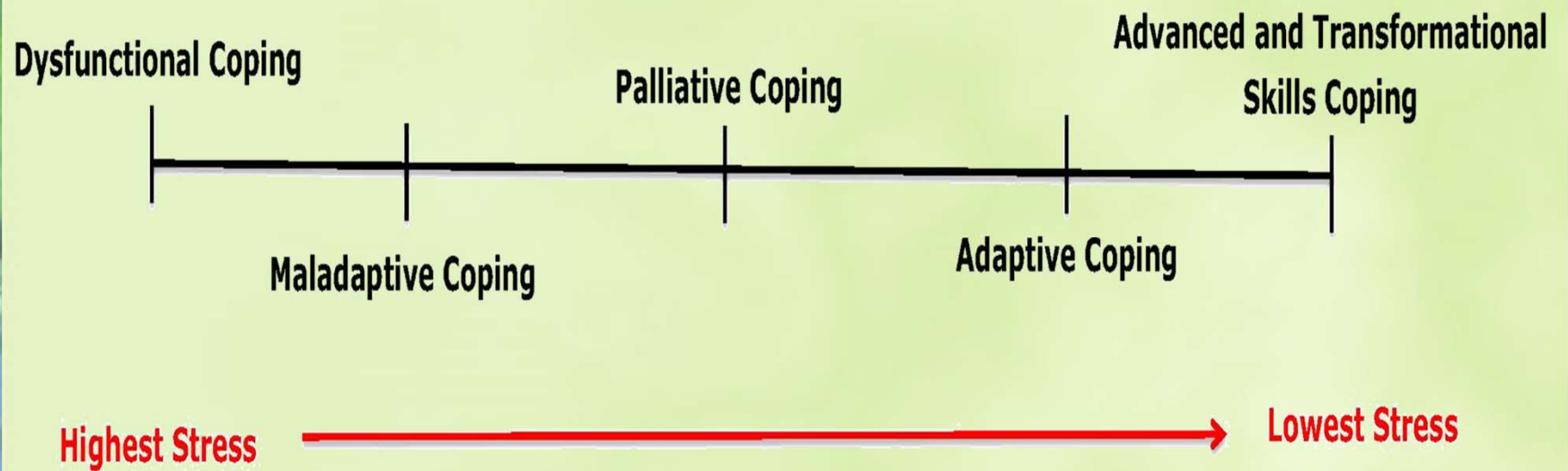
Two Approaches

Burnout is a war that should be won on two fronts:

- 1. By building individual resilience, and**
- 2. Making the work environment less stressful.**

- 
- **Focusing on what an individual can do increases their sense of empowerment and lowers the stress they experience.**
 - **Building resilience helps in every area of life; not just at work.**
 - **Changing the work environment does not address work-home conflicts.**
 - **Individual resilience can be built much faster than the environment can be changed.**

Coping Strategies





Dysfunctional Coping

Makes Matters Worse, fast

- | | |
|---|---|
| <ul style="list-style-type: none">• Self-mutilation• Sedatives• Stimulants• Violence• Smoking• Suicide | <ul style="list-style-type: none">• Ignoring or storing hurt feelings• Acting out• Projection• Retribution |
|---|---|



Credit: Pixabay

Maladaptive Coping

*Makes Matters Worse, Slowly
Increases Stress, allows problem to fester*

- **Denial**
- **Withdrawal**
- **Workaholic behaviors**
- **Dissociation**
- **Whining**
- **Wishful Thinking**
- **Displaying anger**
- **Humor used to harm**
- **Suppress Emotions**
- **Comfort eating**
- **Self-criticism**
- **Compartmentalization**
- **Passive communication**

Palliative Coping

Decreases Stress, doesn't solve problem

- | | |
|---|--|
| <ul style="list-style-type: none">• Visualization• Exercise• Going outside• Helping Others• Yoga*• Tai Chi*• Meditation*• Mindfulness* | <ul style="list-style-type: none">• Wishful Thinking• Healthier habits• Deep breathing• Adult coloring• Watching television• Surfing the internet• Talk about it• Laughter Yoga |
|---|--|

* Not rigorous practice (i.e. not consistent, daily practice)



Palliative



Adaptive Coping

Decreases stress by changing situation

- | | |
|---|---|
| <ul style="list-style-type: none">• Assertiveness• Positive Self-talk• Goal setting• Asking for help• Meditation*• Mindfulness*• Yoga*• Tai Chi* | <ul style="list-style-type: none">• Problem-Solving• Anger Management• Conflict Resolution• Increase Skills• Self-acceptance• Plan to avoid• Time management• Help from social connections |
|---|---|

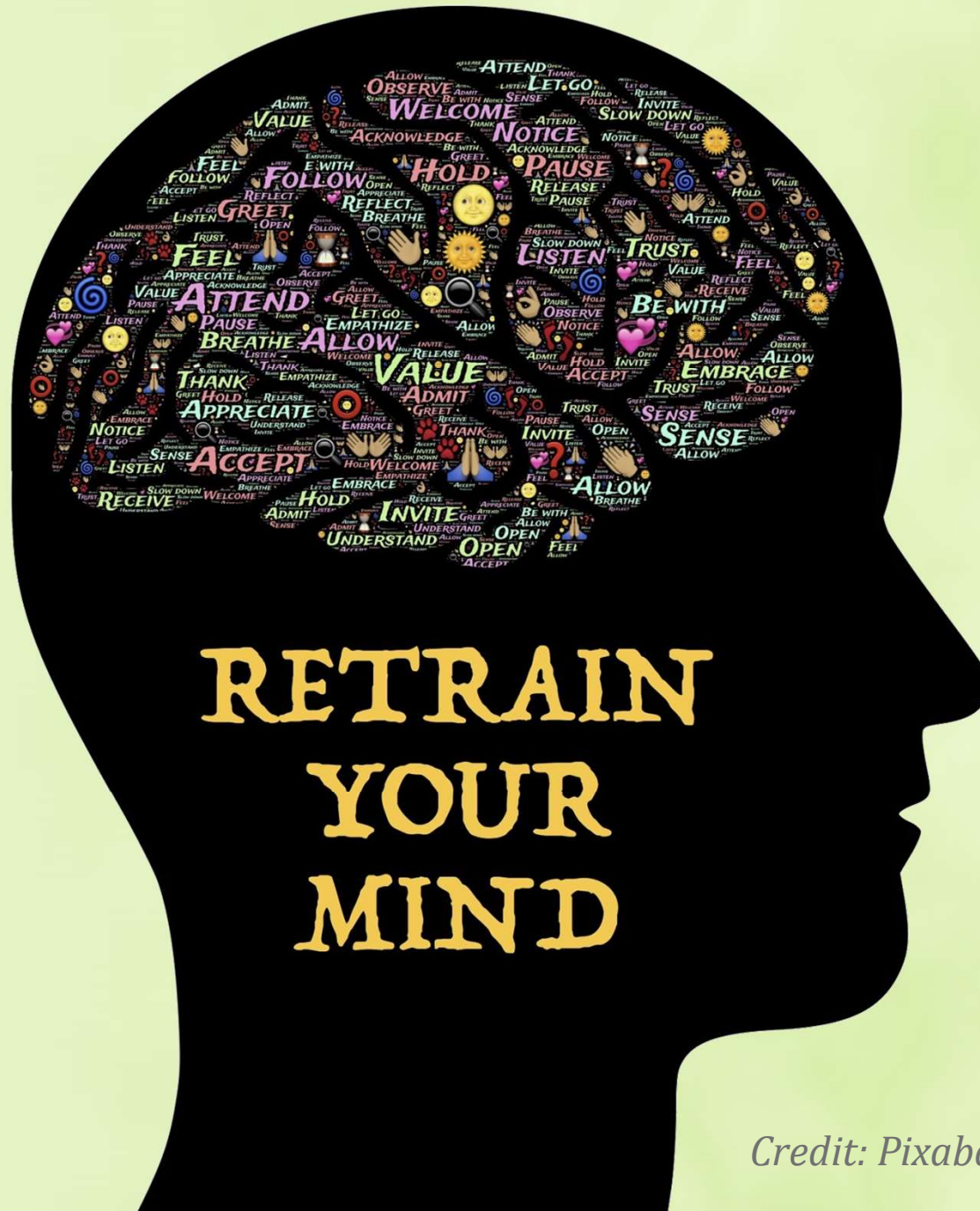
* Rigorous, daily practice



Credit: Pixabay

Advanced and Transformative

- *Belief change to improve automatic emotion regulation*
- *Proactive advance mitigation of potential stressors*
- *Quick, proactive reduction of experienced stressors*
- *Change perspective*



RETRAIN YOUR MIND

Credit: Pixabay

Stress Scale

0 - 10





Advanced and Transformative

- | | |
|---|---|
| <ul style="list-style-type: none">• Meta-cognition• Use “The Pause”• Internal Locus• Growth mindset• Self-compassion | <ul style="list-style-type: none">• Critical Thinking• Change Perspective• Emotional Guidance• Realistic optimism• Belief change |
|---|---|
- **Develop Healthy habits of thought**
 - **Psychological Flexibility**
 - **Supportive self-talk**
 - **Consider factors that affect behavior**
 - **Give others the benefit of the doubt**
 - **Stop negative momentum early** (pro-active)
 - **Develop mental strength and resilience**



To Inspire

- **Believe the employee CAN**
- **Trust the employee WILL**
- **Empower employee with autonomy (authority)**
 - **To secure necessary resources**
 - **Permission to fail (AKA learn)**
 - **To choose method (to extent possible)**



Individual Power

- Learn Skills to Increase Resilience
 - Internal Locus of Control
 - Optimism and Positivity
 - Healthy Self-esteem
 - Self-compassion
- Learn Advanced and Transformative Coping Strategies
- Learn new evidence-based definition of the purpose and use of emotions

Thank you

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(704) 251-5150



Thank you for joining us today

We hope you enjoyed this presentation. To make sure you receive invitations to future Webinars, follow us:

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How are you doing? Are you are experiencing at least one symptom of burnout?

During the past month:

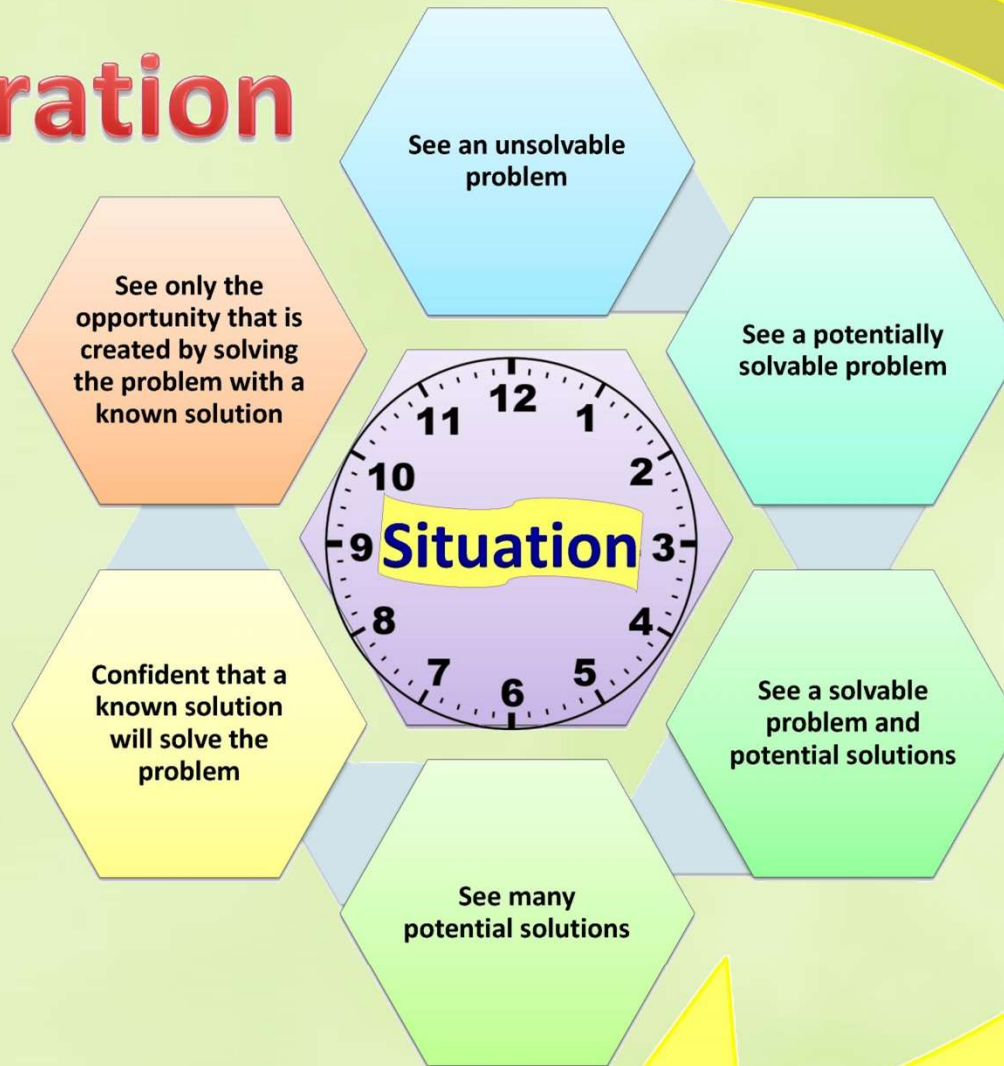
- 1. Have you felt burned out from your work?
- 2. Have you worried that your work is hardening you emotionally or felt cynical toward your work or patients, customers, clients?
- 3. Have you often felt down, depressed, hopeless, or wondered about the point of it all?
- 4. Have you fallen asleep unexpectedly or when you didn't want to such as when you were driving?
- 5. Have you felt overwhelmed, as if there is too much to do and that completing all the tasks is impossible?
- 6. Have you felt anxious, depressed, irritable, or easily angered?
- 7. Has your physical health declined or have you been ill more frequently?
- 8. Do you feel your work is important and that it matters?
- 9. Do you find yourself simply wanting to escape your reality such as by reading a lot of fiction, binge watching shows, surfing the web, using alcohol or drugs, or other addictive behaviors?



Bonus Slides

Due to the brevity of the presentation, the following bonus slides are provided to expand slightly on some topics that would be included in a longer presentation.

The Nature of Inspiration





Intrinsic Motivation is:

- More autonomous
- More Stable
- Done with greater care and quality
- Accompanied by more positive experiences
- Higher persistence
- Lower anxiety
- Better energy

Coping Style Determines Outcome

Dysfunctional Coping
Makes matters worse

Maladaptive Coping

Increases stress, allows problem to fester
Unsuccessful attempts to decrease stress without attempting to solve the problem that is creating the stress.

Palliative Coping

Decreases stress (temporarily) but does not solve the problem

Adaptive Coping


Changes situation in ways that reduce stress

Advanced Coping Skills

1. Proactive advance mitigation of potential stressors, and
2. Quick, proactive reduction of experienced stressors
3. Changes perspective

Stress Decreases →

Mental Health Improves →



New, Scientific Definition of the Purpose and appropriate use of Emotions


**Our emotions are a sensory feedback
system and they work perfectly.**

**But we've been taught to misinterpret
their meaning and purpose.**



**Most people believe their emotions
validate the accuracy of their perspective**

**The truth is our emotions tell us whether
our perspective is moving us toward
self-actualization or away from
self-actualization.**



**People will demand others respect
their emotions and protect their right to
feel the way they feel.**

**The truth is that if our emotions feel
bad the message they are providing is
to find a perspective that feels better.**



Emotional guidance is simple

Positive emotions mean:

- **You are moving (thinking, speaking, or acting) in the right direction.**
- **Keep moving. You're on your path.**



Emotional guidance is simple

Negative emotions are:

- **An indicator that you are experiencing stress, and**
- **Indicate that a different, less stressful perspective is possible about the subject you are thinking about when you feel negative emotion.**



Why do people do what they do?

- They choose the coping method with the lowest cost that they know.
- If they don't know better methods, they will use something they know will bring relief, even if it is temporary or dysfunctional!

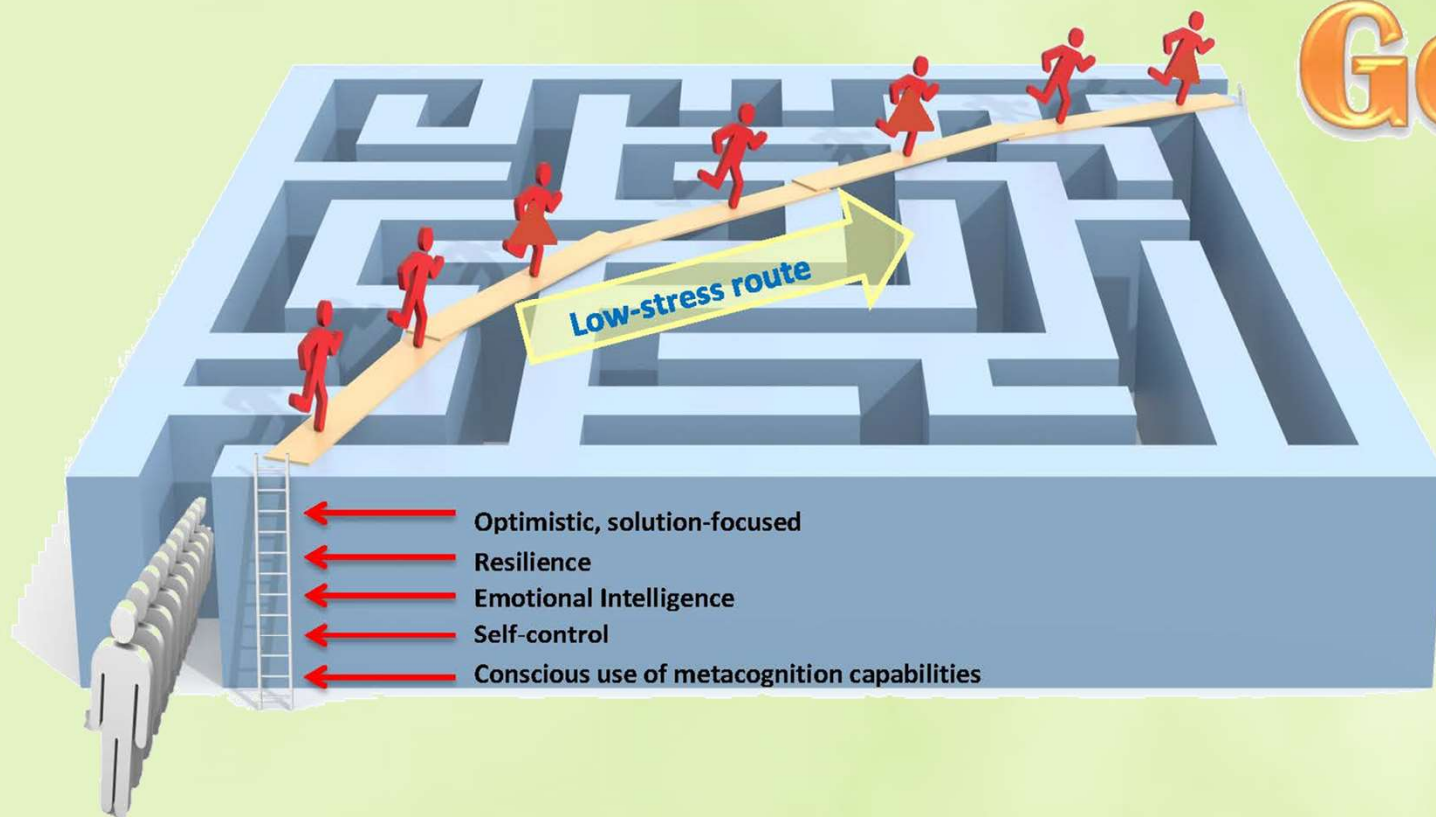


Why?


The new definition of the purpose and use of emotions tells us why:

Everything we do, or don't do, is because we believe our action(s) will make us feel better.

Goal



Traditional, Normal, In-the-box-thinking



Solutions that focus solely on changing the environment are common. While many environmental changes would benefit workers, focusing only on the environment gives workers no power to improve the situation and reinforces an external locus of control.



Thank you

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