COOLING BURNOUT

COOLING BURNOUT

- Burnout is a type of exhaustion that can happen when you face prolonged stress that eventually results in severe physical, mental, and emotional fatigue.

COOLING BURNOUT

- AMERICAN PSYCHOLOGICAL ASSOCIATION:

- “physical, emotional or mental exhaustion, accompanied by decreased motivation, lowered performance and negative attitudes towards oneself and others.”

COOLING BURNOUT

Every day is a bad day.

Caring about your work or home life seems like a total waste of energy.

You're exhausted all the time.

The majority of your day is spent on tasks you find either mind-numbingly dull or overwhelming.

You feel like nothing you do makes a difference or is appreciated.

COOLING BURNOUT

- Are you just tired or is it depression or burnout?
- Burnout – generally specific challenge – ex: work
- Depression- all areas of life

COOLING BURNOUT

Not a medical condition –WHO- Occupational Phenomenon

Identified by symptoms

May depend on personality ‘type’

Increasing worldwide – due to increased focus on work/competitiveness

What happens when you take your foot off the accelerator – DO YOU SLOW DOWN

COOLING BURNOUT

- Burnout by the numbers

44 percent of 1,405 surveyed U.S. employees feel burned out at work

45 percent feel “emotionally drained” from their work

51 percent feel “used up” at the end of the workday.

The Society for Human Research Management 2024 Employee Mental Health Research Series released for Mental Health Awareness Month in May

COOLING BURNOUT

2020, Gallup reported: three-quarters of employees experienced burnout ‘always,’ ‘often,’ or ‘sometimes.’

Burnout has detrimental consequences to workplace productivity and employee health; it must be addressed.

COOLING BURNOUT

The cynicism from burnout can spill over / infect other areas of your life.

COOLING BURNOUT

Causes of burnout

- Job
- Caregiving
- Relationships
- Parenting
- Finances

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MENTAL HEALTH BURNOUT SYMPTOMS

Apathy, exhaustion, feeling empty

Inability to function or cope with everyday LIFE

Loss of interest or pleasure

Depressed mood

Feeling worthless

Suicidal ideation

COOLING BURNOUT

PHYSICAL HEALTH BURNOUT SYMPTOMS

- Gastrointestinal problems
- High blood pressure
- Impact on immune system
- Reoccurring headaches
- Sleep issues
- Concentration issues

COOLING BURNOUT

Physical / Medical evaluation to rule out underlying medical causes

ex: thyroid, iron deficiency

COOLING BURNOUT

CAN YOU RECOVER FROM BURNOUT??

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COOLING BURNOUT

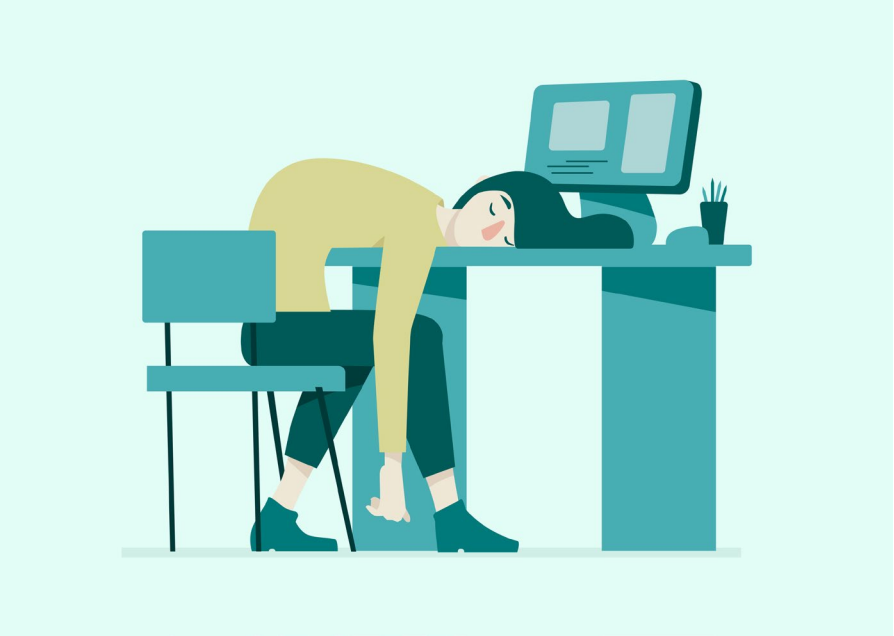
RECOVERY TIME:

Significant burnout typically requires 3–12 months recovery - DELIBERATE, NOT JUST VACATION ..

simplypsychology.com.

BACK TO THE SAME OLD YIELDS RELAPSE

COOLING BURNOUT



BURNOUT RISK FACTORS:

- Unreasonable time pressures
- Lack of communication and support from management
- Lack of role clarity
- Unmanageable workload
- Unfair treatment
- Not feeling valued

2018 Gallup Report

COOLING BURNOUT

STOP IT IN IT'S TRACKS

COOLING BURNOUT

• STRATEGIES TO PREVENT BURNOUT

Recognize and respond to signs of stress

- headaches
- muscle tension
- sleep disturbance (too much, too little)
- stomach upset
- short fuse

Note when and where you experience these

COOLING BURNOUT

STRESS SYMPTOMS ARE LIKE WARNING LIGHTS ON YOUR DASHBOARD

PULL OVER

TAKE A BREAK

TAKE A WALK

DEEP BREATHING

DO SOMETHING ELSE

COOLING BURNOUT

Create ‘joy’ list

Practice Mindfulness

Little deposits into this account = big payoffs

COOLING BURNOUT

Set boundaries

- Know what YOU WANT and expect from the people in your life.
- What you'll accept from them
- Be clear and concise when you calmly state those ground rules.
- Essential to preserving one's balance and well being

COOLING BURNOUT

Challenges of setting boundaries

- Feeling less worthy (imposter syndrome)
- Low self esteem
- People pleaser

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Not being liked by someone is not an indictment of your character or worth; it's merely a reflection of differing preferences and perspectives.

Your value does not diminish because of someone's inability to appreciate it.

COOLING BURNOUT

Develop a work-life balance

COOLING BURNOUT

Prioritize self-care!

Self-care is the OPPOSITE of selfish

COOLING BURNOUT

Exercise body and mind

Regularly take breaks

Knock problems down to size

COOLING BURNOUT

Nutritious food

Plenty of sleep

Find ways to unwind

COOLING BURNOUT

COOLING BURNOUT

Build a support network.

- Having people you trust and can turn to, can help you manage everyday challenges and make difficult decisions

Maintain a support network.

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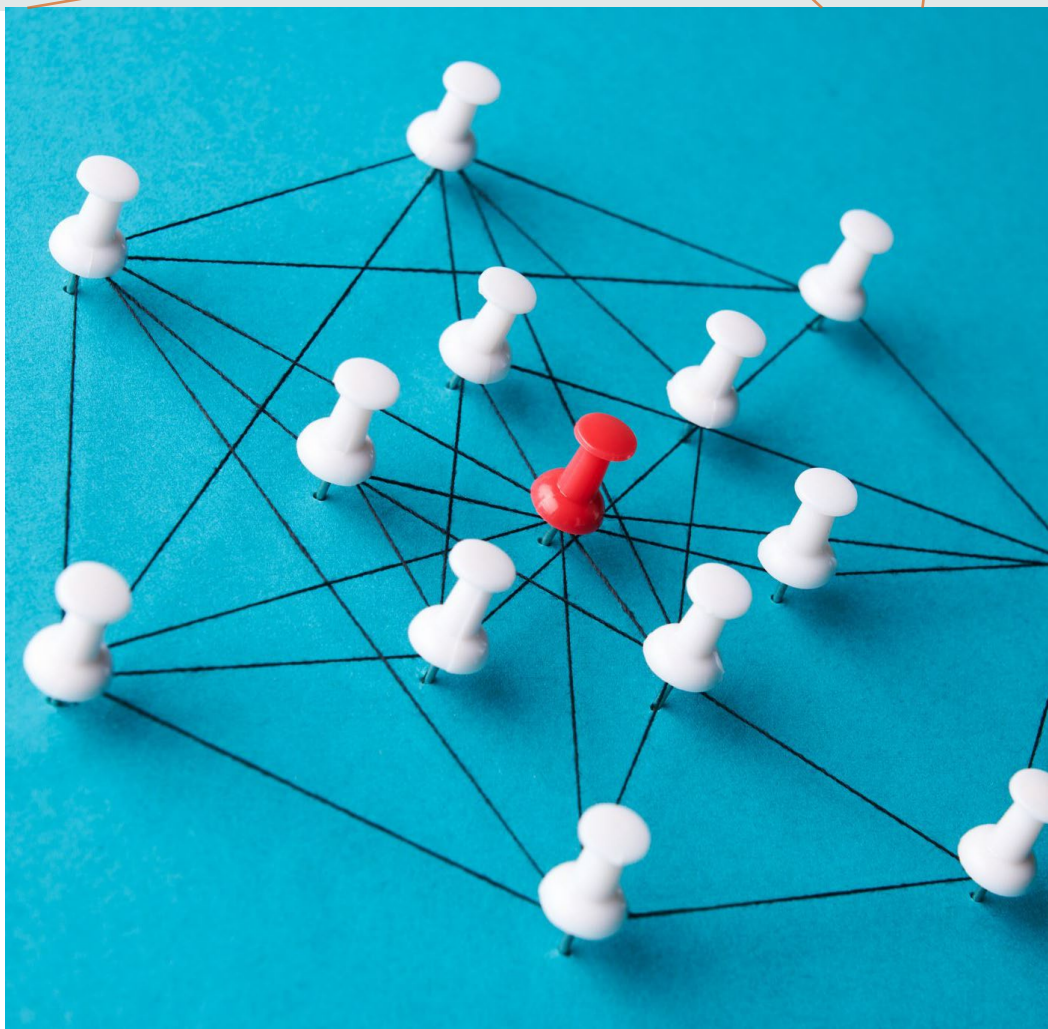
2015 survey found that the average stress level for people with emotional support was 5 out of 10 compared to 6.3 out of 10 for people without emotional support.

COOLING BURNOUT

HOW TO BUILD / STRENGTHEN YOUR NETWORK

- Reach out to family and friends.
- Use technology.
- Connect with people who share your interests.
- Look for peer support groups.
- Ask for help.

American Psychological Assn



COOLING BURNOUT

- Everyone's **support system** will look different
- Can be anywhere from one to 10 people and include diverse people from different areas of your life
- They take time to build
- Be patient but persistent

COOLING BURNOUT

SUPPORT NETWORK

- Emotional stability
- Sense of community
- Increased confidence
- Practical assistance
- Improved coping skills
- Sense of belonging
- Shared joy

COOLING BURNOUT

Take a break from the news and social media.

STOP doom scrolling

COOLING BURNOUT

BUILD ‘BREAKS’ INTO YOUR DAY …

EXERCISE SNACKS

MINDFULNESS

BREATHING

TIME WITH FRIENDS

EXPLORE A HOBBY

COOLING BURNOUT

ADMIT	ADMIT YOU'RE BURNED OUT
PUT	PUT DISTANCE BETWEEN YOURSELF AND YOUR STRESSORS
FOCUS ON	FOCUS ON YOUR HEALTH
RE-EVALUATE	RE-EVALUATE GOALS AND VALUES
EXPLORE	EXPLORE ALTERNATIVES
TAKE	TAKE A BREAK/MAKE THE CHANGE

COOLING BURNOUT

STEPS TO PREVENT BURNOUT (REVIEW)

- Recognize the signs of stress.
- Set boundaries.
- Develop a work-life balance.
- Prioritize self-care.
- Exercise the body and mind.
- Regularly take breaks.
- Maintain a support network.
- Get enough nutrients, plenty of sleep, and find ways to unwind.
- Take a break from the news and social media.
- Build a support network.

COOLING BURNOUT

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Laugh, smile, check out the funnies, share joy –
LONELINESS IS A HEALTH VAMPIRE

Thank you

Benita Zahn, DPS, MS
B YOUR BEST