

IDENTIFYING

SIGNS OF BURNOUT

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ABOUT BURNOUT

According to Dr. Christine Maslach, burnout as a stress phenomenon is a prolonged response to chronic situational stressors on the job. It takes form along three dimensions:

- Exhaustion – individual stress – overextended
- Cynicism – negative response to the job – disengaged
- Professional inefficacy – negative self-evaluation – ineffective

Burnout is indicated when all three dimensions are frequently present

CONDITIONS FOR HIGH STRESS



Low sense of control



The stakes seem high



Uncertainty




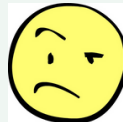





IS IT ANY WONDER?

We're ALL Stressed?



NINE WARNING SIGNS OF BURNOUT

Which are you experiencing?

	Every curve ball is a major crisis		Feeling disengaged
	Chronic low energy and exhaustion		Being cynical
	Getting sick frequently		Can't let go of perfection
	Not recharging or relaxing		Feeling overwhelmed
	Feeling ineffective		

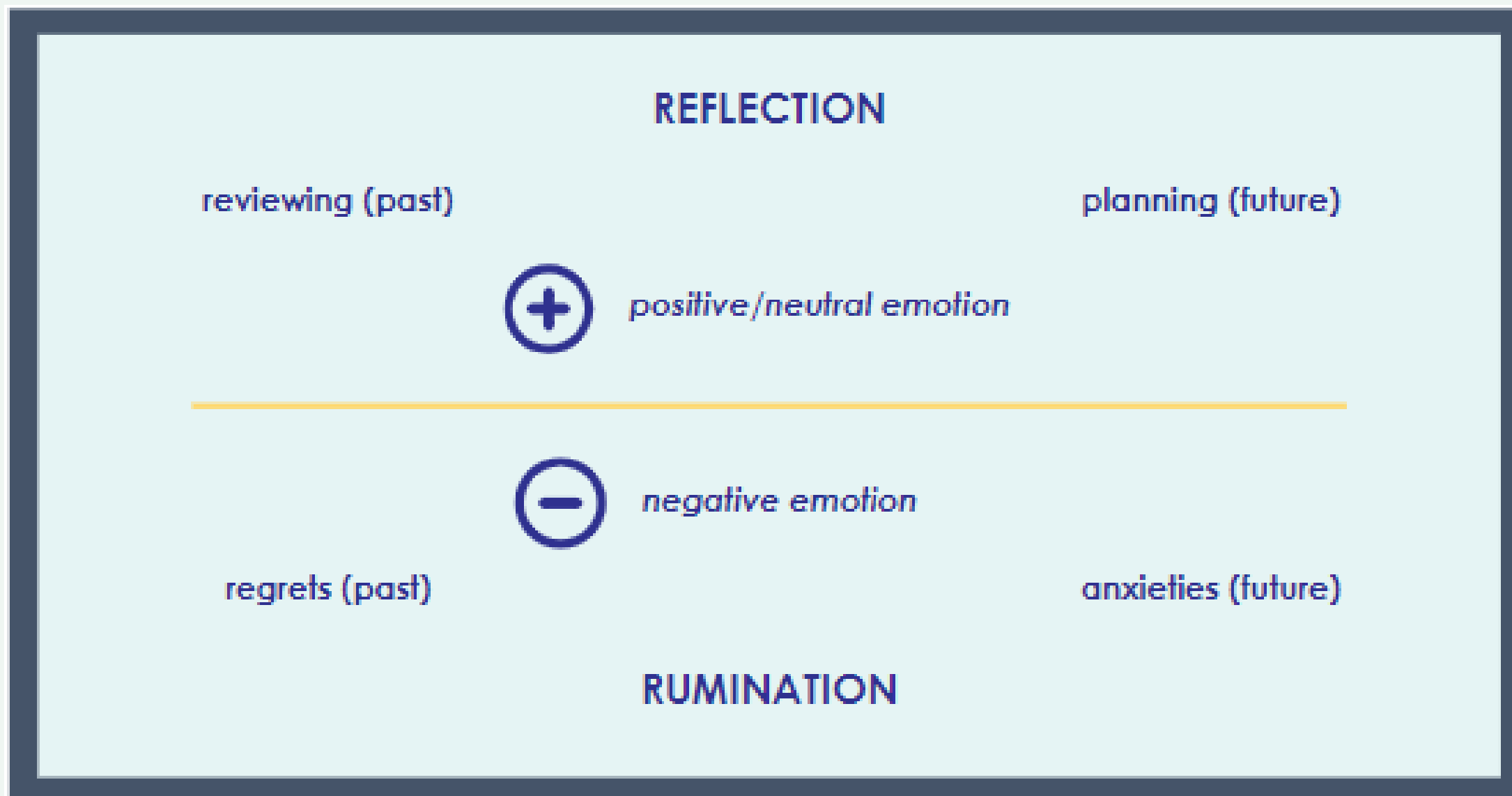
IN YOUR BREAKOUTS:

What warning signs are you exhibiting:?

What can you do to mitigate them before they get worse?

PRESSURE IS NOT STRESS

From Nick Petrie - Reflect not Ruminates



FOUR STEPS TO RESILIENCE

Reflect

— “ —
“Am I reflecting in order to make a plan, or am I ruminating and making myself stressed?”
— ” —

Stay Present

5-4-3-2-1 – What are:

- 5 things you see
- 4 things you hear
- 3 things you are touching
- 2 things you smell
- 1 thing you taste.

Refocus on your Circle of Control

- What is inside your circle of control?
- What is outside your circle of control?
- Where are you currently focusing most of your attention?

Perspective

Contrasting

Compare to something bigger

Gratitude

Shift focus to what you are grateful for

Reframe Anxiety as Excitement

Biochemistry of anxiety is almost identical to that of excitement

RESOURCES

DR CHRISTINA MASLACH - UC BERKELEY -
[HTTPS://WWW.YOUTUBE.COM/WATCH?V=SVLL9TNVPHA](https://www.youtube.com/watch?v=SVLL9TNVPHA)

NICK PETRIE - PRESSURE IS NOT STRESS
[HTTPS://14226776-C20F-46A2-BCD6-85CEFE57153F.FILESUSR.COM/UGD/CEFE74_E9E584D886EC45DCA3873D5COD4A67AC.PDF](https://14226776-c20f-46a2-bcd6-85cefe57153f.filesusr.com/ugd/cefe74_e9e584d886ec45dca3873d5cod4a67ac.pdf)

APPENDIX

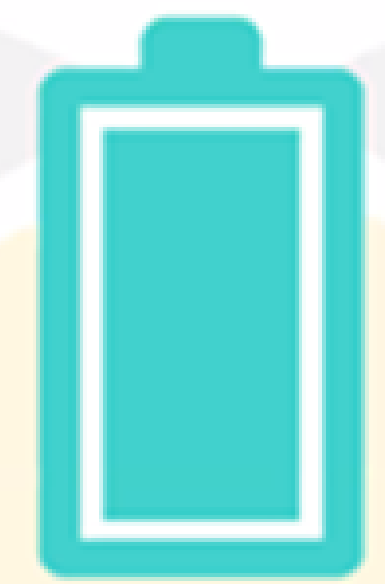
SHARED RESPONSIBILITY

Employer Actions

+

Employee Actions

- Understand priorities
- Feelings of appreciation
- Managing workload
- Clear role
- Positive customer interactions
- Trust in direct manager
- Absent of workplace conflict
- Feel safe
- Positive peer interactions
- Sense of pride in work



- Sleep
- Physical activity
- Social connections
- Nutrition
- Mental fitness
- Relaxation
- Work-life blending
- Job satisfaction
- Passion
- Lifestyle choices

COPING STRATEGIES

At risk



Alcohol



Tobacco



Drug use



Isolation

Self-Indulgent



Technology



Food



Sleep



Work

Healthy



Gratitude



Professional Support



Social connection



Exercise



Ignoring the issue



Compulsive Shopping

