strengthening lives

BURNOUT PREVENTION

AND DISCOVERING WORK-LIFE BALANCE







WHATIS BURNOUT?

- Emotional, physical, & mental exhaustion
- Brought on by prolonged or repeated stress
- Official medical diagnosis according to WHO
- Over 50% of US workers have experienced burnout
- 73% of professionals have experienced symptoms>

KEY CHARACTERISTICS

- Emerges gradually
- Feels as though it cannot be ameliorated
- Recovery can be lengthy
- Almost exclusively associated with work
 - Parenting
 - Relationships >



SIGNS OF BURNOUT

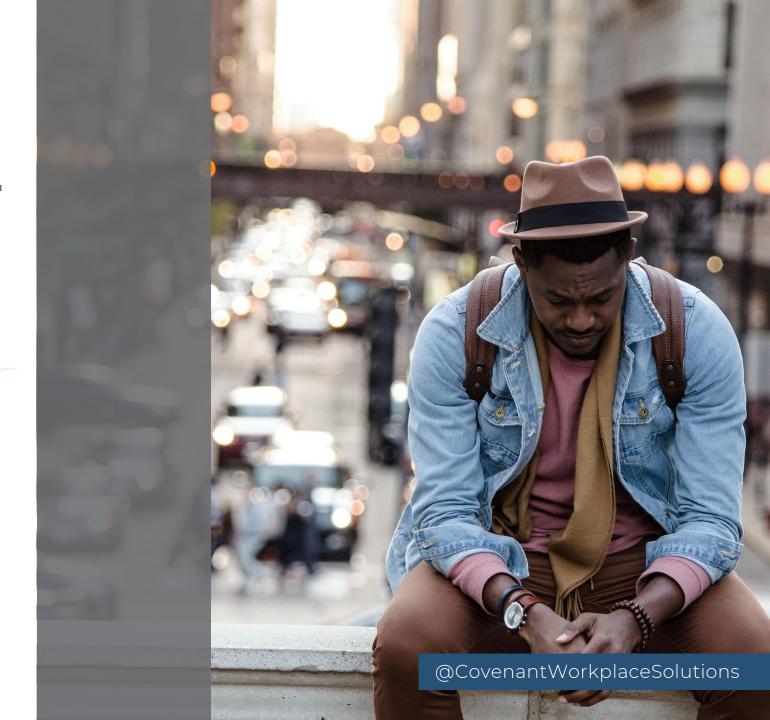


PHYSICAL

- Drained most of the time-extreme fatigue
- Headaches
- Muscle pain
- Decreased immune system/frequent sickness
- Appetite changes
- Sleep changes >

EMOTIONAL

- Feeling like a failure/self-doubt
- Sense of dread related to work
- Detached, loneliness
- Lack of motivation
- Cynical/loss of objectivity
- Irritable
- Decreased satisfaction >



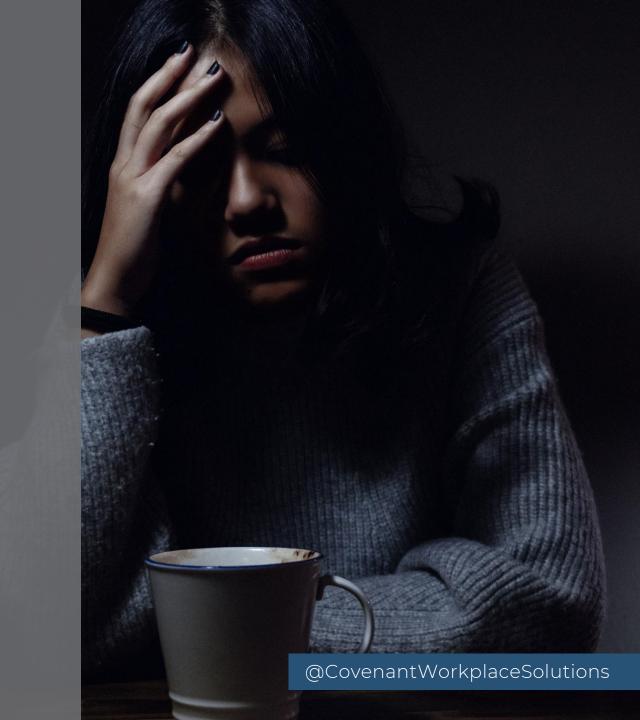


BEHAVIORAL

- Task avoidance
- Withdrawing from others/isolation
- Procrastination
- Self-medication
 - Food, alcohol, drugs
- Increased absences/tardiness >

IMPACTS OF BURNOUT

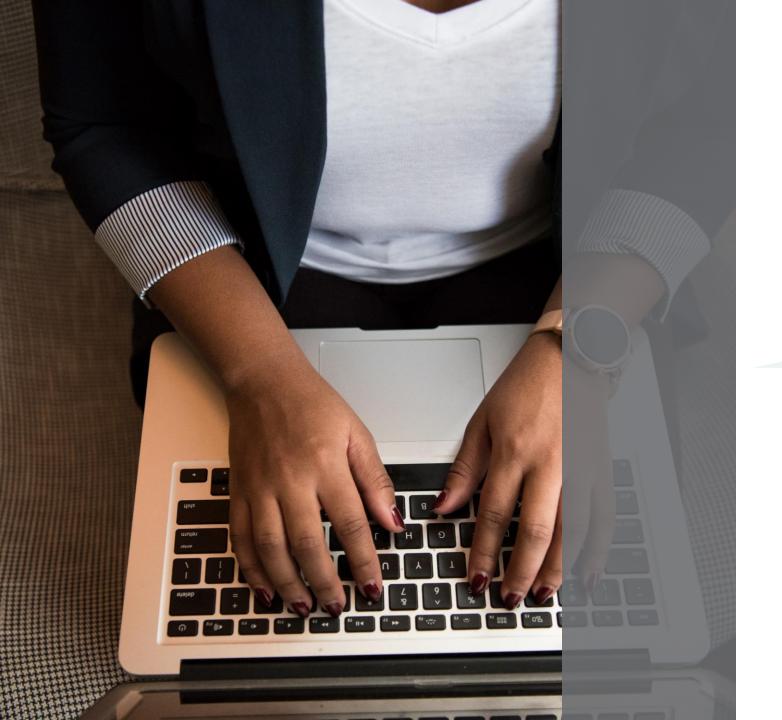
- 63% more likely to miss work
- 23% more likely to visit the emergency room
- 13% less confident in performance
- 2.6x more likely to seek another job>



Stress vs Burnout

Stress	Burnout
Characterized by over-engagement.	Characterized by disengagement.
Emotions are overreactive.	Emotions are blunted.
Produces urgency and hyperactivity.	Produces helplessness and hopelessness.
Loss of energy.	Loss of motivation, ideals, and hope.
Leads to anxiety disorders.	Leads to detachment and depression.
Primary damage is physical.	Primary damage is emotional.
May kill you prematurely.	May make life seem not worth living.





WORKLOAD

- When overloaded there are not opportunities to restore balance
- 2.2x more likely to experience burnout
- "How" workload is experienced is most important>

HOW TO ADDRESS WORKLOAD

- Plan workload
- Prioritize work
- Delegate tasks
- Say, "No"
- Soothe that perfectionist part!





PERCEIVED LACK OF CONTROL

- Ambiguity, conflicting messages, undefined role
- Control = psychological safety>

HOW TO ADDRESS CONTROL

- Identify activities or incidents that bring about these feelings
- Identify what areas you have influence over
- Seek clarity
- Take some action>



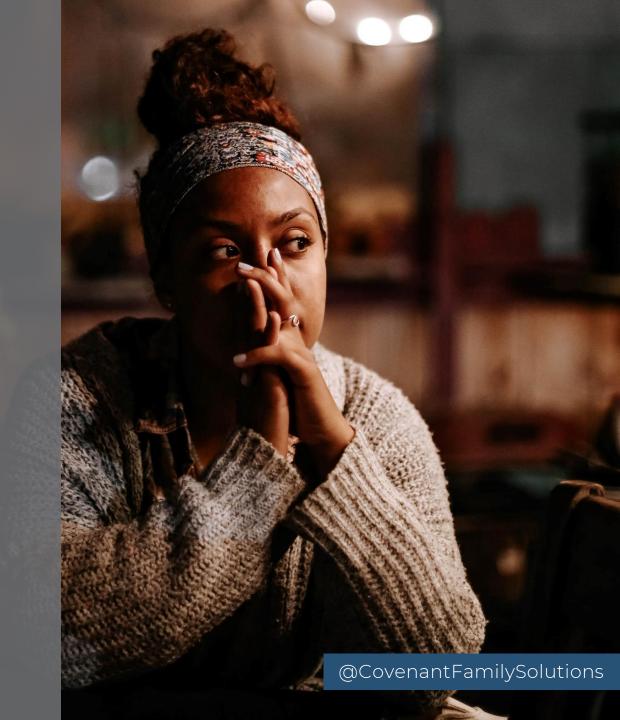


REWARD & SUPPORT

- If the rewards don't match the efforts your investment may not feel worth it
- 30% more likely to experience burnout if unsupported by manager>

HOW TO ADDRESS SUPPORT

- Look inward; what would help you feel appreciated?
- Do you need a raise, more responsibility, more praise, etc.?



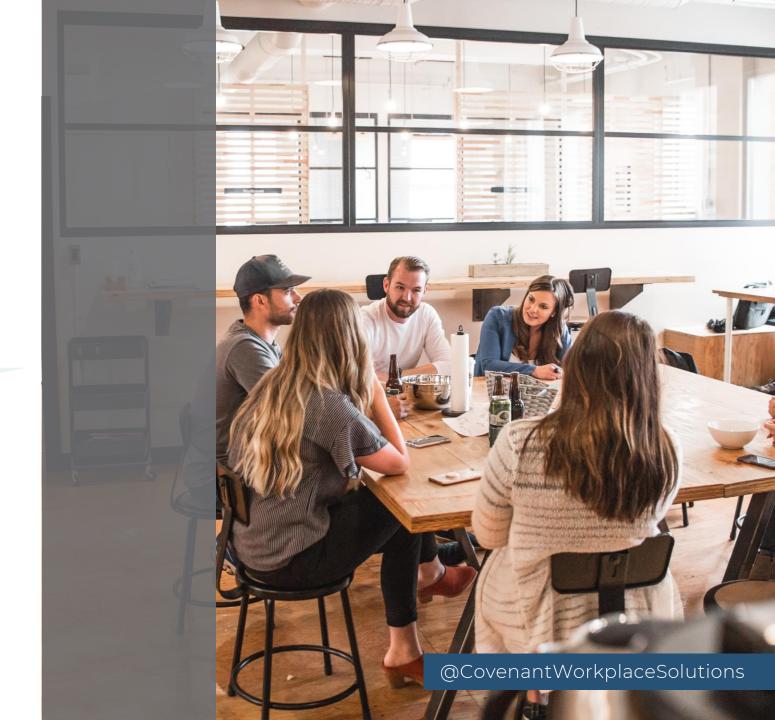


SOCIAL CAPITAL

 We are wired to be relational; people stay at jobs for the relationships>

HOW TO ADDRESS CAPITAL

- Invest time connecting with coworkers
- Burnout can be contagious! Who are you spending time with?
- Relationships create the atmosphere of the workplace; negative or positive >





FAIRNESS

- Inequitable treatment leads to resentment; building to burnout
- 2.3x more likely to experience burnout>

HOW TO ADDRESS FAIRNESS

 Find your assertiveness and share your concerns>





UNALIGNED VALUES

 Differing values can drain motivation>

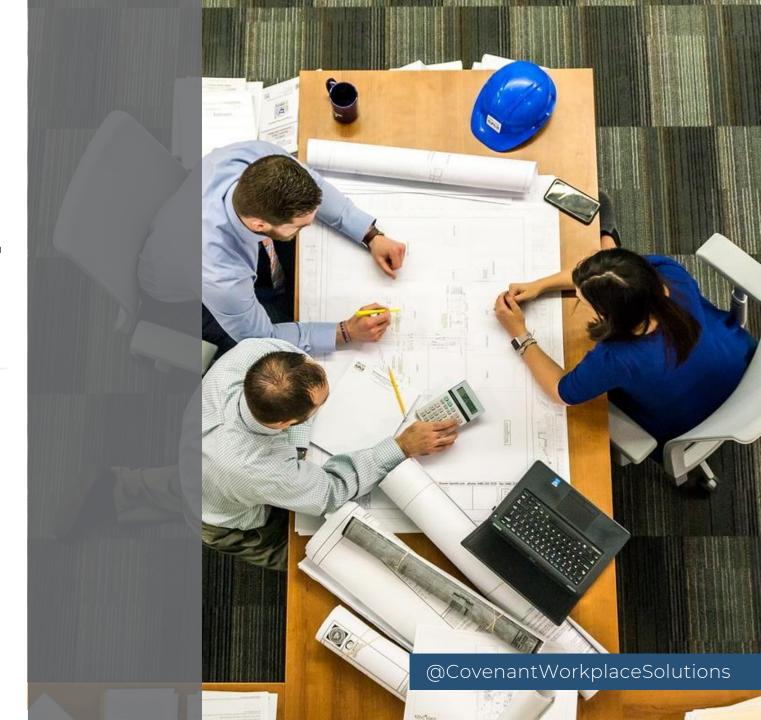
HOW TO ADDRESS VALUES

- Assess what drives company decisions
- Not necessarily a right and wrong
- What are the areas of congruence>

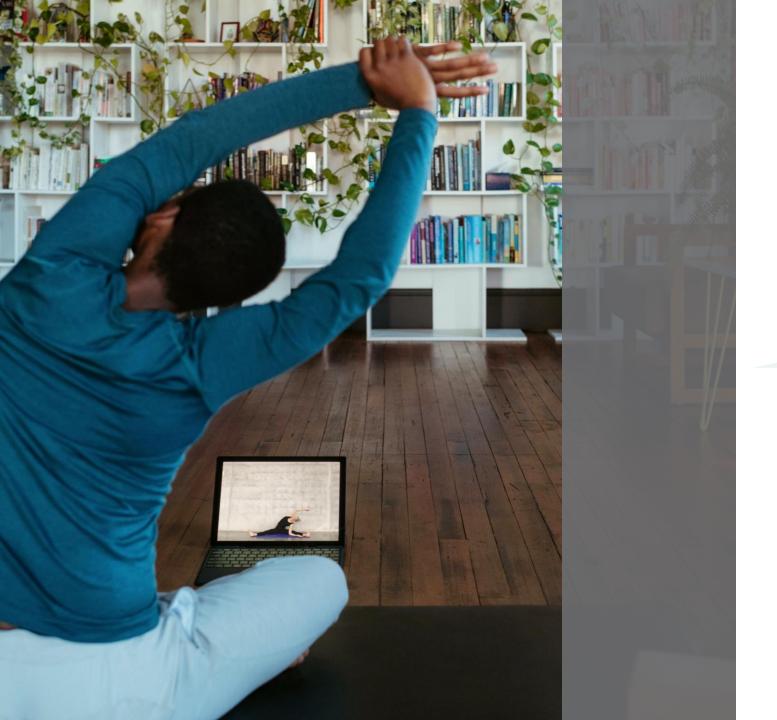


ORGANIZATIONAL PROTECTIVE FACTORS

- Supportive leaders
- Healthy Relationships
- Flexibility
- Autonomy>







ACTIONS FOR THE INDIVIDUAL

- Big 3
 - Exercise
 - Eat right
 - Sleep right
- Support & connections
- Relaxation & mindfulness
- Find a sense of purpose
- Hobbies>

ACTIONS FOR THE INDIVIDUAL

Find Balance!

- Values and Priorities
- Daily Goals
- Set and Honor Boundaries
- Perfect vs Acceptable
- Schedule Personal Time
- Take a Vacation>



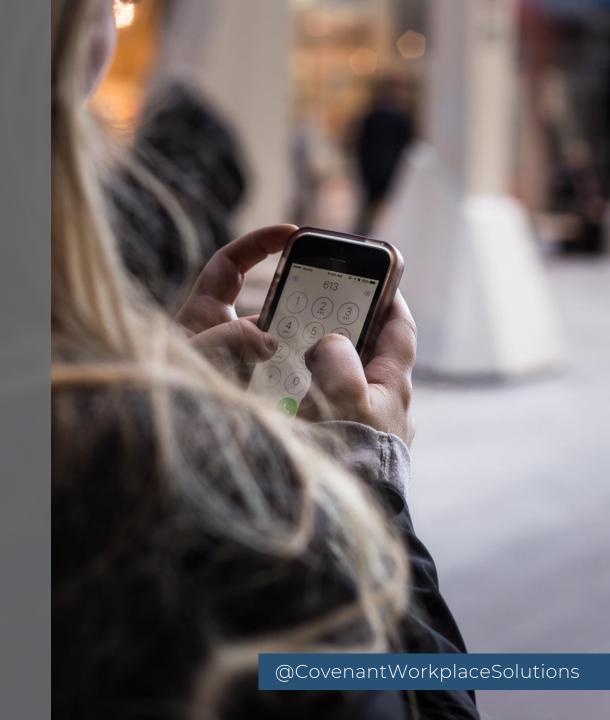


What do these have in common?

- Perfectionist
- People Pleaser
- Workaholic>

Who Burns Out Anyway?

- 3 roles you will always lose in!
 - Perfectionist
 - People Pleaser
 - Workaholic
- Negative/Pessimist
- Emotionally Reactive
- ELOC
- Impatient>





THANK YOU! QUESTIONS?