



An Introduction to....

Workplace Stress &
Burnout

Objectives

- What burnout is
- The causes of burnout
- The long-term impacts of stress on our minds and bodies;
- How to develop resilience in order to better cope with workplace stress and prevent burnout

What is burnout?



Workplace related



3 symptoms

Exhaustion

Cynicism

Inefficiency

What does it look like?

- Have you become cynical or critical at work?
- Do you have to drag yourself to work but then struggle to get started?
- Have you become irritable or impatient with co-workers, customers or clients?
- Do you lack energy?
- Are you struggling to be productive and meet demands?
- Do you find it hard to concentrate?



Causes

What causes burnout?

Causes

Lack of control

Unclear job expectations

Extremes of activity

Lack of social support

Work life imbalance

Working in healthcare

Dysfunctional workplace dynamics

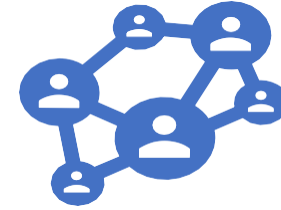
Impacts

Psychological	Physical	Social
<ul style="list-style-type: none">• Depersonalisation• Low mood• Hopelessness• Anxiety• Depression• Insomnia• Low self-esteem, self-doubt• Easily overwhelmed	<ul style="list-style-type: none">• Poor sleep• Poor appetite/overeating• Over reliance on caffeine• Run down (more prone to illness and infections)• Low energy• Headaches, nausea	<ul style="list-style-type: none">• Isolated• Too tired to be around people• Irritable/snappy• Reassurance seeking• Unable to stop talking about work• Feeling zoned out/unable to focus on conversation• Sickness from work -> impact finances -> less able to afford to do things you enjoy with people you enjoy

Burnout



Comes down to the way we *feel*



When we feel :

Valued

Cared for

That we matter

Part of a community/belonging

That we work in line with our values

That we have purpose

That we have control or influence over our
role/workload/etc

We are less likely to experience burnout

True or False?

Some people are more reactive to/prone to stress than others

Stress can be positive

Sleep impacts our ability to cope with stress

Our diet can make us more sensitive to stress

Workplace stress isn't that big of a deal

If left unmanaged stress can lead to mental health problems

Stress can make you physically unwell and run down

Your relationships play a key role in your stress levels

An Introduction to Stress



ENCOMPASSES
PHYSIOLOGICAL AND
PSYCHOLOGICAL IMPACTS



RELATES TO THE
PERCEPTION OF STRESS



IF YOU DON'T DEEM IT TO
BE A STRESSOR, YOU WON'T
EXPERIENCE IT AS ONE

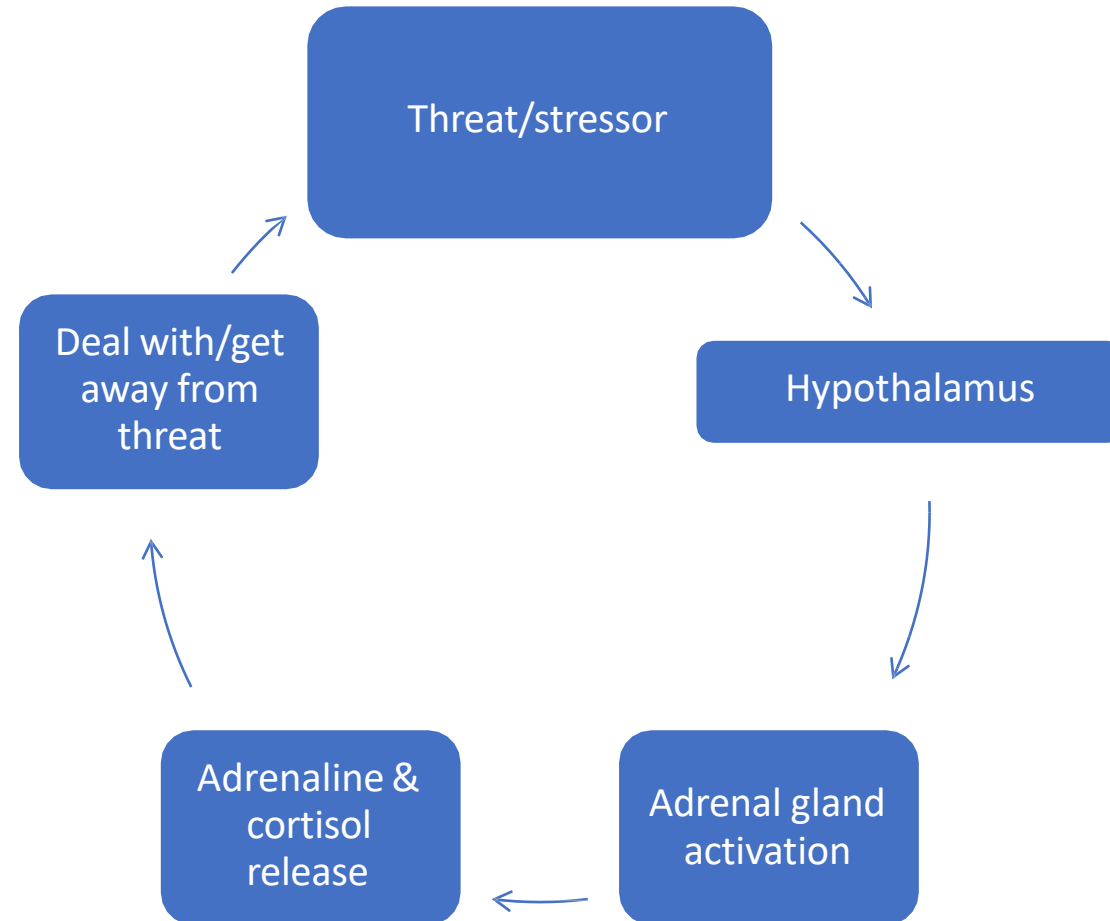


Stress

What might the impact be of experiencing stress:

- Short term?
- Long-term?

Physical Impact – Prolonged Stress



Burnout Build-Up

1. Drive & ambition
2. Pushing yourself to work harder
3. Neglecting personal care & needs
4. Conflict – blaming those around you
5. No time for non-work-related needs
6. Denial
7. Withdrawal
8. Behavioural changes
9. Depersonalisation
10. Inner emptiness
11. Depression
12. Mental exhaustion

The Stress Cycle

- The stress response in itself can be stressful to experience!
- It can perpetuate stress and keep us in a stress response
- The way that we think about stress matters
- If you see the stress response as helpful, you can interpret the same physiological stress response as excitement and anticipation as opposed to anxiety
- https://www.youtube.com/watch?v=_-LE-xX1-L4

Undoing Burnout



Take regular breaks



**Set boundaries –
both in work and
with yourself**



**Make your life
outside of work as
exciting as possible**



**Reach out for
support**



**Focus on meeting
your fundamental
needs:**

Sleep

Eating healthily

Exercise



**Work on improving
your resilience**

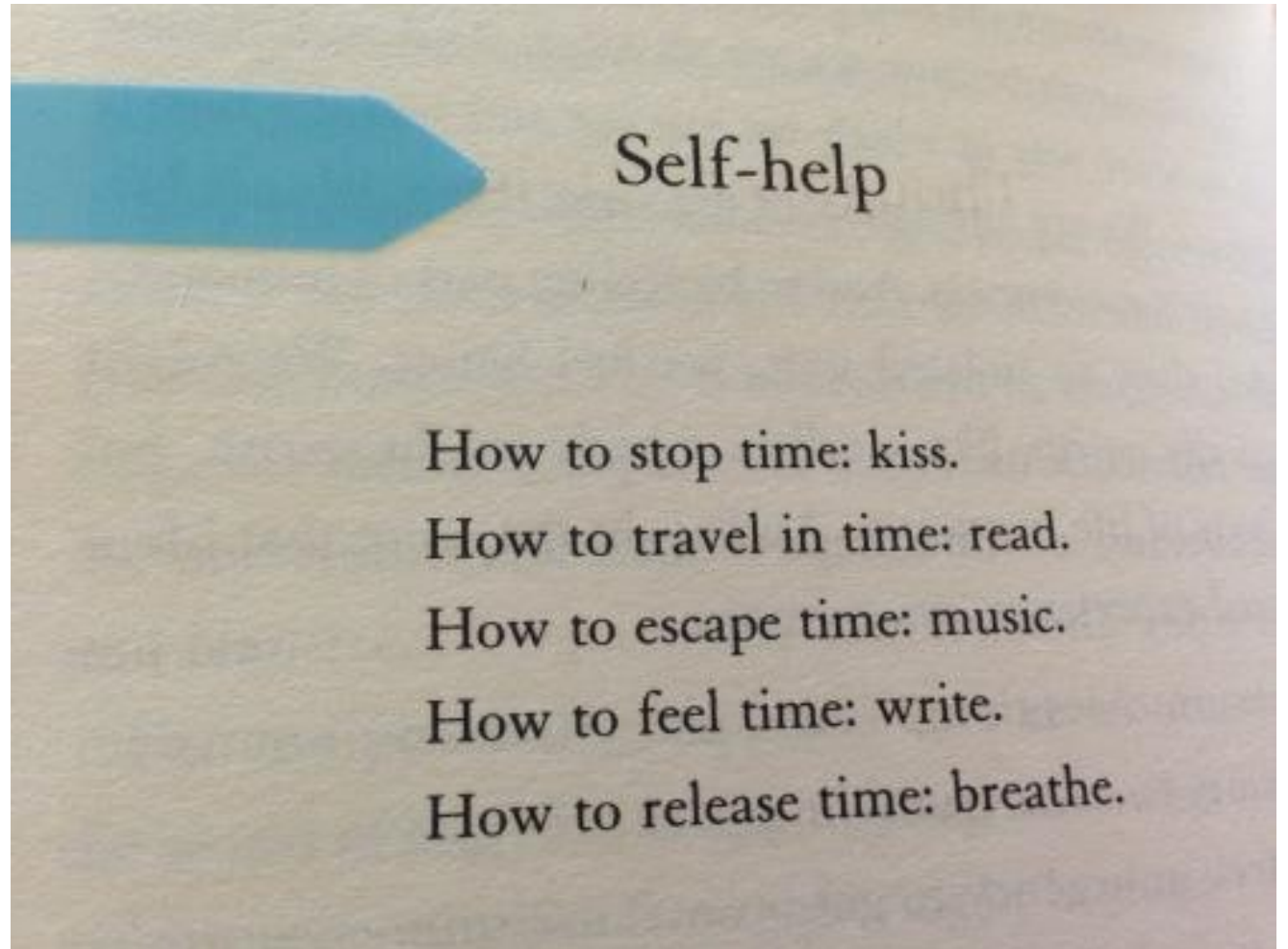
Rest

"Burnout exists because we've made rest a reward rather than a right"

- Resting is not the same as relaxing
- Rest is not a luxury! We tend to see rest/stopping as laziness, so we wait until we are exhausted and have no other choice.
- We then often limit how long we rest as we often see that we'll have to work harder and faster afterwards.
- Rest can feel uncomfortable - it's more common for boredom to arise, which can be a gateway to residual underlying feelings of loneliness, frustration, contempt

"If you don't make time
for your
wellness,
you'll be
forced to
make time
for your
illness"

What might be some
restful
activities?



"If you don't make
time for
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illness"

Restful activities:

- Spending time alone
- Spending time in nature
- Listening to music
- Reading
- Yoga
- Meditation/mindfulness



Zen for 10

Routine



Make a new routine,
that prioritises wellbeing
as opposed to just
obligation



Put yourself on the
calendar



New morning routine



New bed-time routines

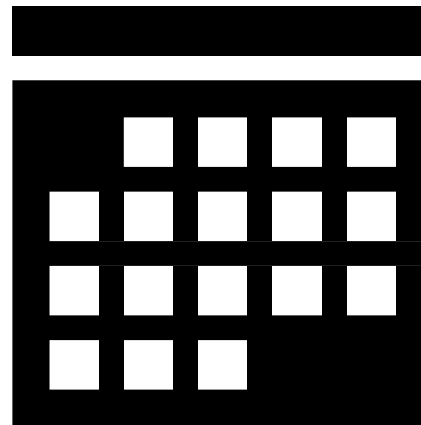
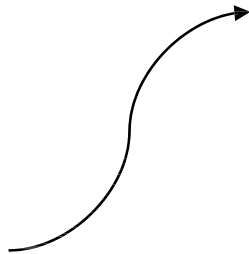


Work boundaries

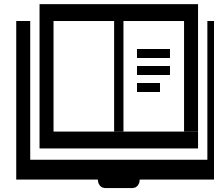
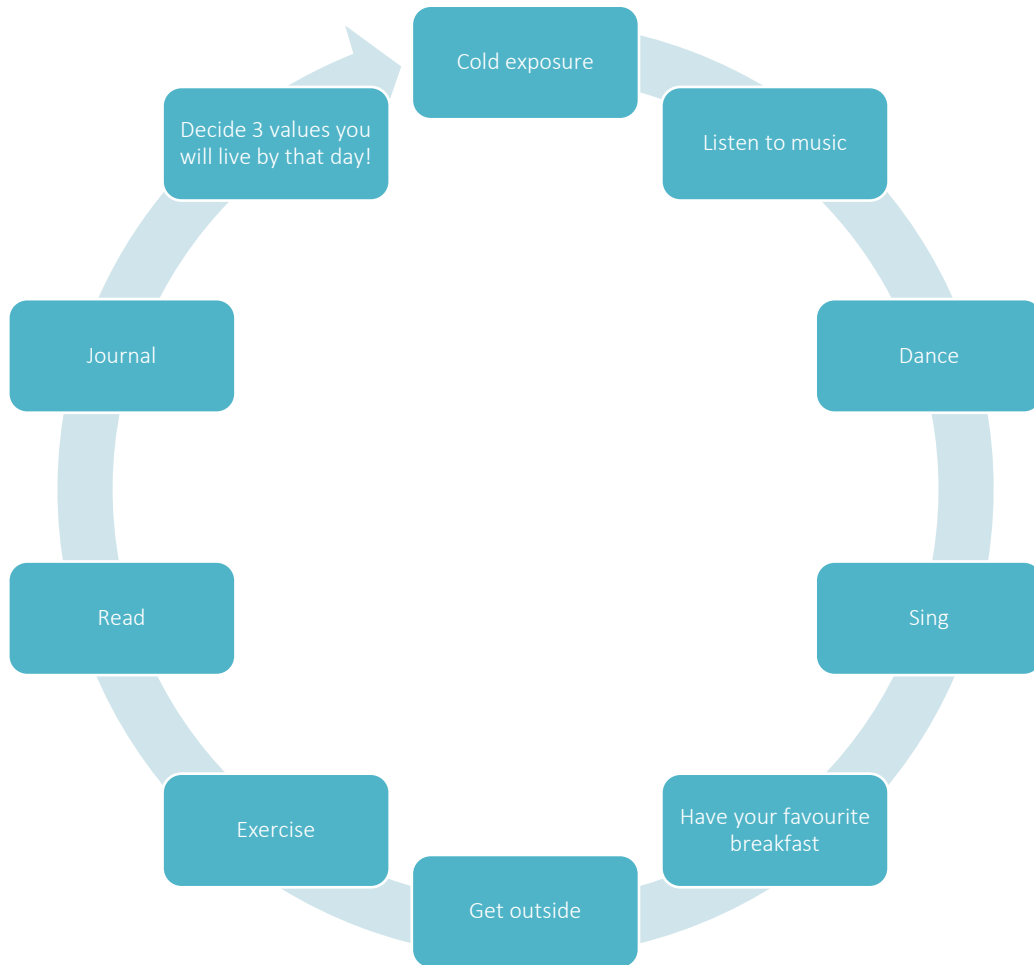


One new thing a month

ME time



Start of the Day Routines



End of the day routines



End your day by doing something for your future self



End the day with tomorrow's to-do list



Scheduled worry time



Journal



Debrief

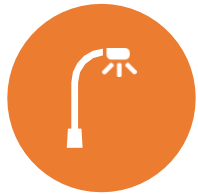


Unwind



Have a wash & change – cleanse the day away. Feel your different self in your different clothes

Sleep Hygiene



No screen time for 30mins before bed, switch on blue light filter



Turn off notifications



Have a warm bath or shower



Read, journal or have a notepad by the bed



Use blackout blinds or an eye mask



Get into bed when you are ready to sleep – if you are up, get up

Sleep Hygiene



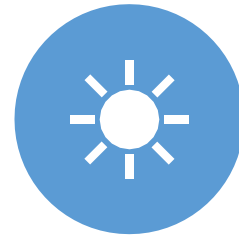
EAT SOMETHING
STARCHY



DRINK HERBAL TEA,
MILK, HOT CHOCOLATE,
MALTED DRINK



DO SOME STRETCHES,
MEDITATE



GET AS MUCH
SUNLIGHT IN THE DAY
AS POSSIBLE



BE AS ACTIVE IN THE
DAY AS POSSIBLE

Look at Your Habits



SELF-REFLECT AND LOOK AT
YOUR HABITS



WHAT DO YOU DO MORE
OFTEN THAN NOT?



WHAT DO YOU DO WITHOUT
THINKING/PLANNING/REALISING?



ARE YOUR HABITS HELPING
OR HINDERING YOU?



DO THEY CHANGE IN TIMES OF
STRESS?



WHAT DO YOU DO WELL?

Boundaries

- Boundaries are the rules and guidelines that we set that show others how we would like to be treated
- Boundaries are NOT nasty or aggressive
- Boundaries protect your wellbeing and your energy
- Respect other's boundaries



Try New Things

- No growth happens inside the comfort zone
- Novelty is exciting, keeps us anticipating, looking forward to the next discovery
- It gets us used to being vulnerable, trying something new and risking not being very good! (makes other scary things feel less scary!)
- It gets us used to being a beginner again
 - e.g. a new dish/meal, a new drink, a random class you wouldn't normally do, a new activity, a new book, a series you didn't expect to like
- Don't assume that you know everything there is to know about yourself!



Play

- Takes us back to childhood, to feeling free
- Embrace your inner child
- Forget your stress and be truly present
- It is a primal instinct
- Laugh, enjoy yourself! Remember – laughter is a key component of resilience

Reframe

- “I have to...” vs “I get to...”

CIA:

- Can you CHANGE it
- Can you INFLUENCE it
- If not, ACCEPT it

If you can't change your fate, change your attitude

(Amy Tan)

Reframing Tasks

- Looking at stresses differently
- Doesn't have to be positive – just different, in a way that motivates/energises/inspires confidence in yourself

E.g. *“I'm sick of constant competing deadlines and other work popping up at the last minute”*

to

“I can only do my best. I am capable of prioritising effectively and managing my time. I am only responsible for managing my workload. I deal with this all the time and I manage and get through all the time. I will again today.”

“The fact that I deal with this all the time means I always find a way. What have I done before that has helped? How can I do that again?”

Reframing Task

E.g. *“I’ve done nothing all day. I’ve not been productive. I feel lazy and guilty”*

to

“I’ve listened to my body today and given myself the rest that it needs. Tomorrow I might feel energised and feel better because of it.”

If you hit a wall, remember that sometimes walls are there to help you to stop and rest!

Reframing Task

Understand that thoughts are thoughts.
If they are unreasonable, reason with
them, even if you have no reason left.
You are the observer of your mind, not
its victim.

Matt Haig

Therapy

- Go to therapy, talk through your feelings, your experiences
- Be heard
- Speak to someone impartial, with no bias or judgement
- Have your emotions validated
- Debrief!
- **Invest in yourself !!!**

Attitude of Gratitude



Celebrate the little wins



Express your thanks for the little things



Pay it forward



You will start to feel more valued/appreciated



You will feel surrounded by good people



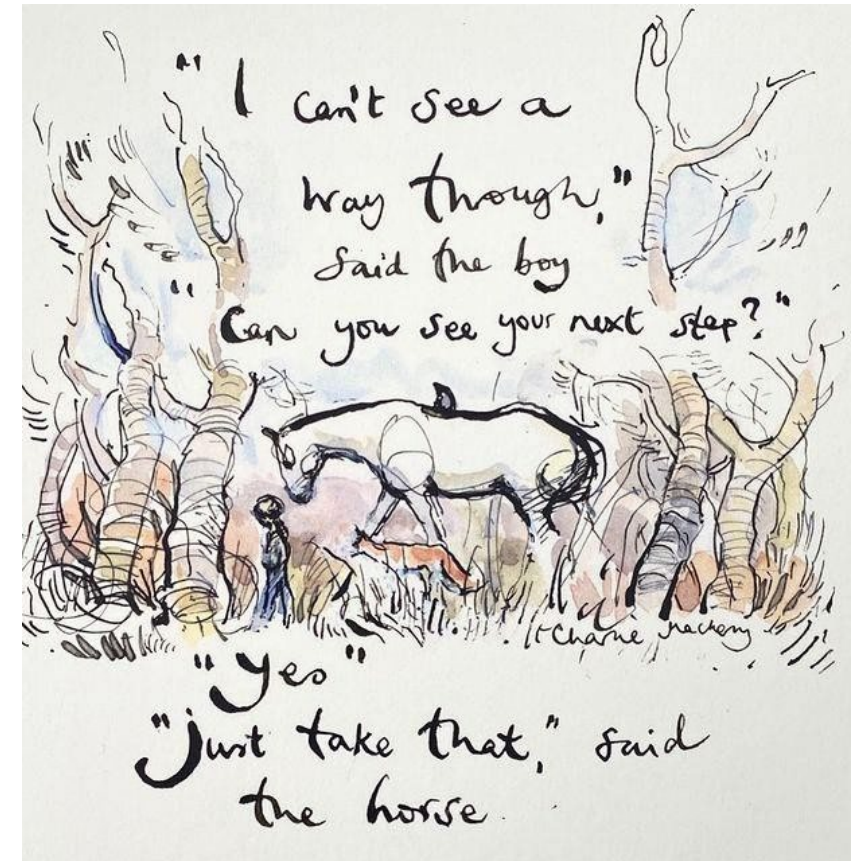
Will feel more positively about your life



May start to receive the same in return

Self-Compassion

- Accept your humanity - treat yourself the way you would treat a friend
- Don't accept your own negativity - be your biggest cheerleader - believe in yourself above anything and everything
- Identify your needs – and MEET THEM. Tell yourself what you need to hear
- Make small promises to yourself and keep them!
Become someone you trust
- Take time to recognise and celebrate your wins – no matter how small



Final Note

“The scary thing, is we are all responsible for saving ourselves. The best part, is that we are all capable.”

