

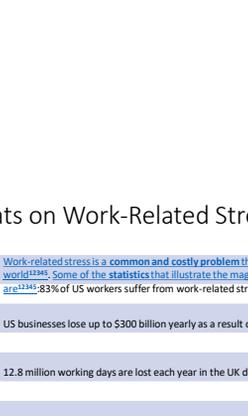
Financial disclosure:
Nothing to disclose



Preventing Burnout

Lynn Lawrence, MSOL, CPOT, ABOC, COA, OSC

1



2

Prayer Should Be Your First Option For Real Help



3

Overview

- Defining Burnout
- The Importance of Identifying Burnout
- Signs of Burnout
- Factors Contributing To Burnout
- Helpful Hints in Combating Burnout



4

Stats on Work-Related Stress

- [Work-related stress is a common and costly problem that affects workers and employers around the world](#)²³⁴⁵. Some of the statistics that illustrate the magnitude and impact of work-related stress are²³⁴⁶: 83% of US workers suffer from work-related stress
- US businesses lose up to \$300 billion yearly as a result of workplace stress
- 12.8 million working days are lost each year in the UK due to work-related stress
- 43% of workers globally experienced stress in 2020, up from 38% in 2019
- 26% of employees are frequently burned out or stressed at work

5

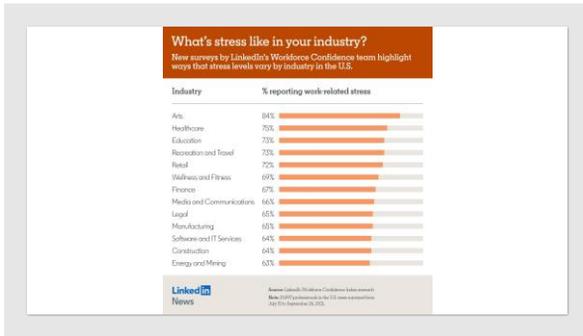
Stress Across

How stressed are U.S. workers right now? According to LinkedIn's latest [Workforce Confidence Index](#), stress levels correlate closely with where you work. Stress is highest in the arts industry, where 84% reported work-related stress.

Other industries that largely rely on in-person contact — including **healthcare (75%)**, education (73%) and recreation (73%) — also show high stress.

(1) What's your stress level? Each industry, from arts to tech, has its own profile | LinkedIn

6



7

Article by Michael Sopher

The study defines burnout as experiencing a loss of enthusiasm for work, feelings of cynicism, and a low sense of personal accomplishment. The burnout rates are highest among critical care and emergency department physicians (53 and 52 percent, respectively), but even specialties such as ophthalmology and pediatrics ranked above 40 percent. **Women reported higher burnout rates than men (51 and 43 percent, respectively).**

https://www.linkedin.com/pulse/doctor-burnout-how-spot-fix-michael-sopher?rk=cml-b2_content_ecosystem_digest-network_publicies-739-mil&midToken=AQEOCEYh-APg&fromEmail=fromEmail&utm_source=21D1A1-Z1-CU1

8

Cont...

It's important to realize that burnout is not just a problem for individual overworked doctors – burnout has serious, farther-reaching effects. These doctors (and **other health care workers who are burned out**) are at **higher risk for substance abuse and suicide**, more likely to make errors and questionable ethical choices, and may lose their sense of empathy for others, according to [this post](#) on *The New York Times'* Well blog. They are also more likely to leave medicine

9

Top 3 Reasons for BO

The top three causes of doctor burnout reported in the Medscape study were:

Too many bureaucratic tasks

Spending too many hours at work

Income not high enough

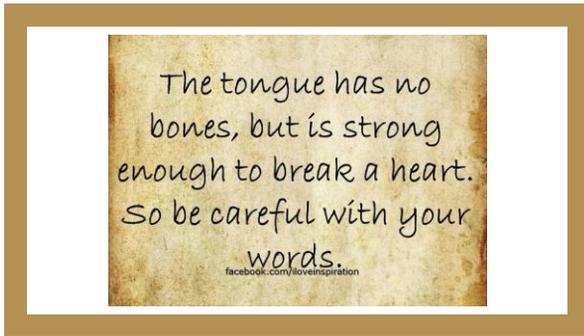
10



11



12



13

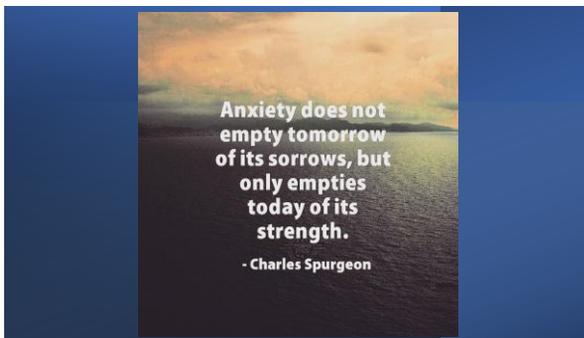
Nothing shows maturity better than a good public fight on the Internet. Oh look, they turned on the caps lock. This is serious now.

Two Types of People Get Burned out

- Those that care
- Those that used to care

your e cards
someecards.com

14



15

#1 Reason For Sickness

Did you know that the number-one reason for sickness and disease in America today is stress? That the number-one reason for prescribed medications is anxiety? That stress and anxiety lead to more doctor's office visits than anything else? Stress is literally killing us.

Jimmy Evans

16

Anxiety

Fear is a negative emotion caused by a real or perceived threat to our well-being. **Anxiety is unease and nervousness about an event, person, or problem we can't control.** Worry is to dwell mentally on difficulty or trouble with chronic concern.



The eyes are useless when the mind is blind.

17

Worry or Fear

Worry can turn into anxiety. **Anxiety can turn into fear.** They're all the same emotion, just at different levels. But in Scripture, we're commanded not to fear, not to be anxious, and not to worry.



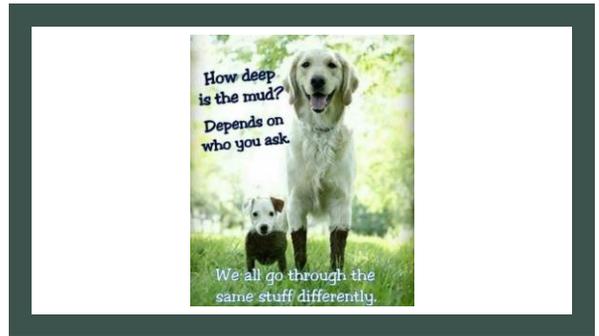
18

Failure

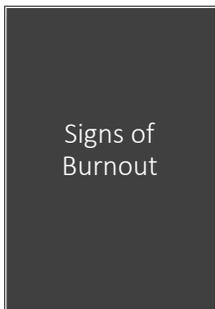
- It takes two things to fail:
 - Loss of desire
 - Loss of hope



19



20



21



Defining Burnout

- Burnout results when individuals experience increasing amounts of negative stress, emotional exhaustion and depersonalization....
- Job Stress, a state of fatigue...



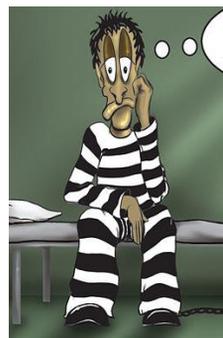
22



23

Another Definition

Burnout is a state of emotional, and physical exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed and unable to meet constant demands. As the stress continues, you begin to **lose the interest or motivation** that led you to take on a certain role in the first place.



24

Stress Will Imprison You

- Makes you think negative thoughts
- Occupies the majority of your time
- Prevents you from loving your love ones
- Makes you physically ill
- Can kill you

Importance of Identifying Burnout

- Burnt out employees are employees that care about what they are doing
- Only caring employees will experience burnout
- Superstar employees are the last to see burnout in themselves



25

Identifying Burnout

- Burnout causes you to disengage or shutdown
- What does it look like?
 - people relating to each other poorly
 - excessive use of power and controls when dealing with staff or patients



26

Identifying Burn Out Cont...

Burnout reduces your productivity and saps your energy, leaving you feeling increasingly helpless, hopeless, cynical (self-interest), and resentful. Eventually, you may feel like you have nothing more to give



27

Never forget 3 types of people in your life:

- EXTRAMADNESS.COM
1. Who helped you in your difficult times.
 2. Who left you in your difficult times.
 3. Who put you in difficult times.

Signs of Burnout

- Withdrawn
- No energy
- No desire
- Perception of dread
- Having to medicate or use artificial stimulus
- Isolation
- Lack of focus
- Increase sensitivity
- No sense of belonging
- Fear of conflict

28

Not all storms come to disrupt your life, some come to clear your path.

- Things might look bad in the moment, but you have been through too much to quit now
- What path did you need cleared?

29

Questions

- Will my bottled up feelings of frustration and anger lead to "stress-related illness"?
- Is it wrong for me to feel angry
- Should friends and neighbors be told
- How can I get over my feelings of guilt for wishing I didn't have this big responsibility?
- I sometimes feel sad and discouraged and even begin to cry. What can I do?
- I feel like I'm facing this all alone. Where can I find support?

30



31



32

Conflict Occurs

"Conflict is inevitable in organizations. It is a natural outcome of human interaction that begins when two or more employees come in contact with one another in attaining their objectives.

Relationships among such entities may become incompatible or inconsistent when two or more of them desire a similar resource that is in short supply; when they have partially exclusive behavioral preferences regarding their joint action; or when they have different attitudes, values, beliefs, and skills" (Rahim, 2011).

33

1926 Mary P. Follett

The styles of handling interpersonal conflict in organizations were first conceptualized in 1926 by Mary P. Follett (1940). She discussed three main ways of handling organizational conflict: **domination, compromise, and integration**—as well as other, secondary ways of handling conflict, such as **avoidance and suppression**.

34



35



Who Gets Burned Out?

- Who gets burnout
- Doctors
- Para's
- Patients
- Receptionist
- **Entire Staff**

36



37



Employee Burnout Signs

- 3 times more likely to be ill
- No longer laugh or have fun
- Who are unusually irritable towards customers and co-workers
- Those who see work as a chore
- Those who overly worry about everything
- Those who's inability to be effective no matter the effort
- Isolation, not wanting to be a part of the team

38

Contributing Factors

- Excessive workloads paraoptometrics do it all!
- Inadequate training and job preparation
- Lack of resources
- Excessive negative criticism, lack of positive feedback
- Lack of role clarity
- No professional support
- Communication
- A stressful home life or relationship
- Health (including a lack of sleep)



39

So you mean to tell me a stress ball isn't for throwing at people who stress you out



Cont...

Burnout may also be caused by staying too many years in one position or with one company. And, even working amidst the atmosphere of the most vibrant company, an individual with too many commitments, not enough recreational time, and no effective stress reduction skills will be much more prone to burnout

40

Cont...

Lack of praise and direction from supervision will certainly contribute to employee burnout. On a deeper level, if a person is feeling anxiety, anger, and/or fear, on an ongoing basis, in relation to his coworkers, the population he serves in his role, or the practices of his company, this can be a fast-track to burnout."

Don't bother trying to figure me out... Not even the little voices in my head understand me.



41

What are Workplace Stressors

- Chaos
- Lack of standards
- Absent or mis-guided leadership
- Poor training
- Lack of resources
- Poor communication amongst the staff
- Lack of consistency
- Lack of accountability top down
- Lack of recognition
- Not being challenged

Some people create their own storms and then get mad when it rains

42



There are 168 hours in a week.

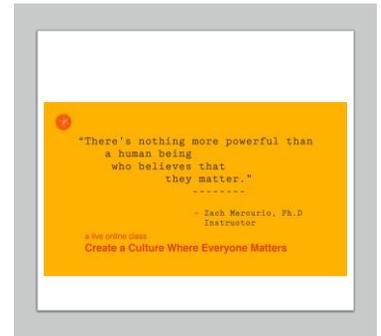
- 56 for sleeping.
- 40 for working.
- 72 left over.

If you can't find 3-5 hours to work on your health, the problem isn't your schedule. It's your priorities.

49

Leadership

- Must be visible
- Must be available
- Must act when necessary
- Must be unified
- Must save employees



50



Preventing Burn Out

- You must first recognize burnout
- You must address burn out (supervisor, spouse, friend, someone who will tell you the truth)
- You must be willing to get help
- You must set boundaries and monitor your progress
- Be health conscientious

51



52

Helpful Hints

Physical rest	Mental rest	Sensory rest
Social rest	Spiritual rest	Emotional rest
Creative rest	We all rest differently	Turn off the TV



53



54

FIXED MINDSET	GROWTH MINDSET
I give up.	I'll try something different.
I failed.	Mistakes help me learn.
I'll never be smart.	I'll learn how to do this.
I'm no good at this.	What am I missing?
This is too hard.	This may take me some time.
I can't do this.	I don't know how to do this yet.

WWW.BEENKE.COM

Employee Helpful Hints

- Seek helpful supervision
- Validate expectations
- Practice good/effective communications
- Build a support system, not a clique
- Look for solutions to problems, not problems
- Log your successes and failures...learn from them
- Take personal responsibility for your attitude
- Admit burnout is a problem for you

55



56



57

What is your plan to get better?



58

Faith In God

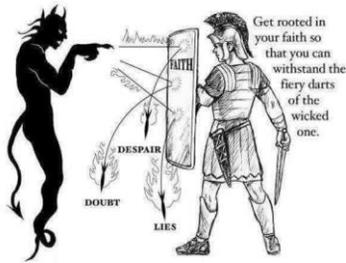
- If you have faith in God, make Him a priority at the start of the day, don't just use Him to save you, allow Him to be your Shepherd
- Faith in God will give you hope for the entire day, and you will have something left at the end of the day



59



60



61

STOP ALLOWING BROKEN PEOPLE TO BREAK YOU

62



Employee Helpful Hints Cont...

- Come to work with a purpose...learn something new daily, create some job diversity
- Make sure you are not trying to do too much
- Ask for help when you need it
- Reward yourself for your personal successes
- Take adequate breaks from work...lunch, vacations etc.
- Find a proper balance between work and home life
- Have a personal development plan

63

Cont...

What are some tips for preventing burnout in the workplace?
"Thankfully, there are many approaches for preventing burnout in the workplace. We must be sure to take time to and refresh by doing soothing activities: deep breathing, relaxation exercises, meditation, yoga, and/or daily exercise. If you are a person of faith, ask your spiritual leader for help... prayer works!

64

SURROUND YOURSELF WITH



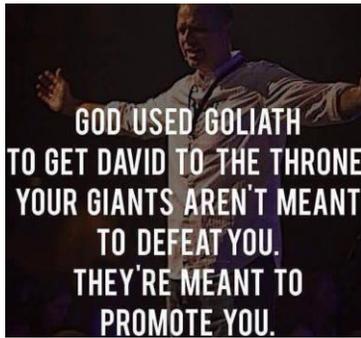
THOSE ON THE SAME MISSION AS YOU

65

Quote from Charlie Orth on LinkedIn

"Something I've come to be really passionate about as a manager is how you should treat your people. I've found myself slowly starting to realize how easy it is for leaders and managers to become what I'd like to call "people blind".
You begin to start treating your staff as just workers, shift covers, bodies in places or simply just someone who's only responsibility is to do their job. Managers fail to see that they are more than that but actual people who will make mistakes, will not always perform at the top tier, will have good days and bad days. I've come to realize that one of the things I am passionate about is coaching people on how to do better instead of tossing them aside once they mess up. I believe that this is how you form a great team! Will people mess up? Yes. Will people sometimes choose to not get better or improve? Of course! But that doesn't mean you don't give them a shot first. If they fall, help them get back up. See the potential in someone before giving up on them."

66



67

You Need To Care About You

- Even if you feel no one else cares about you, you need to care about you
- Get involved in something that builds you up on the inside
- Go for as walk and sing your favorite, don't replay the awful event



68



69



70



Plant a New You Daily

We must fertilize the garden of our work via continuing education and the setting of new goals in our lives (even if some of those goals aren't specifically work-related). If you plant the same type of seeds year after year, you won't get much variety in your garden. Therefore, be sure to expand your professional network, even if it's reaching out randomly and meeting one new person in your field every few months over coffee

71



72



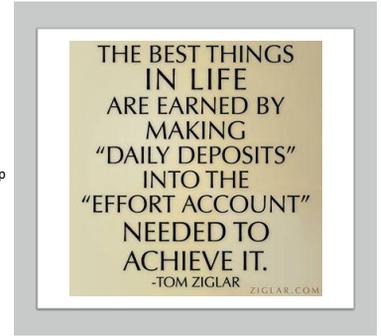
Employer Helpful Hints

- Create an atmosphere that promotes less stress
- Create job diversity for employees
- Group and personal recognition
- Be attuned/implement strategies to prevent stress
- Recognized accomplishments, set positive direction
- Educate, teach, encourage new task gradually
- Give your staff opportunities to speak about issues
- Encourage collaboration and teamwork

73

Employer and Employee

- This happened over a long period of time, it may take a while to recover
- Cutting back on hours may help
- Check and recheck
- Make adjustments where necessary
- Ask for help if what you are doing is not working



74

Avoid negative people for they are the greatest destroyers of self confidence and self esteem. Surround yourself with people who bring out the best in you.

OUTSTANDING PEOPLE HAVE ONE THING IN COMMON: AN ABSOLUTE SENSE OF MISSION. -ZIG ZIGLAR

A Contrast

75

Purpose

God calls us not to be successful, but to be significant. When we focus on significance, success is often part of the package. -TOM ZIGLAR

Thought Of The Day
The same boiling water that hardens the egg will soften the carrot. Everything depends on the individual's particular reaction to stressful circumstances. - Dr. James Dobson (From his book: *Hide Or Seek*)

76

Set Goals For Yourself

- SMART:
- Simple
- Measurable
- Attainable
- Realistic
- Timed



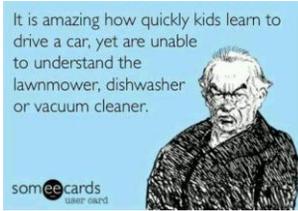
77



78

Truth

We can learn the things we like a lot faster than we learn the things we don't like, however they both need to be accomplished



79

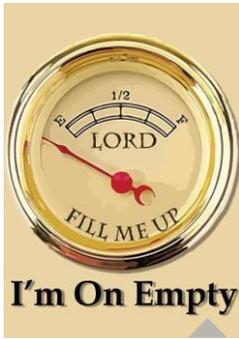
Choose To Win

"It's hard to beat a person who never gives up."

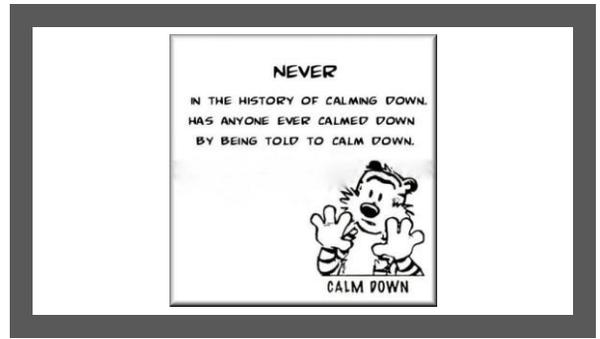
- Babe Ruth



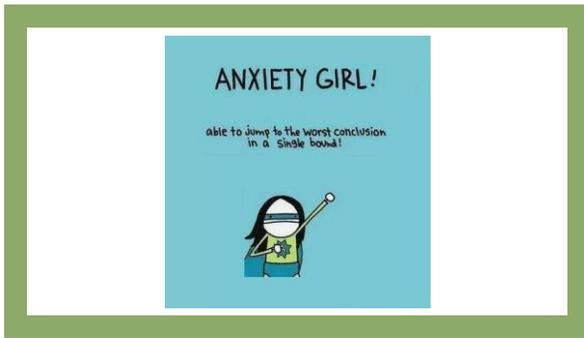
80



81



82



83



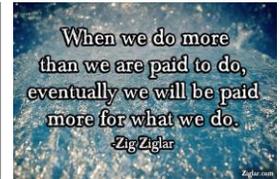
84

Avoid Fault Finders



85

Relax



86

I STRESS ABOUT STRESS BEFORE
THERE'S EVEN STRESS TO
STRESS ABOUT. THEN I STRESS
ABOUT STRESSING OVER STRESS
THAT DOESN'T NEED TO BE
STRESSED ABOUT.
IT'S STRESSFUL.

COUNTRYREBEL.COM

87

My mistakes
make me wiser,
my failures make
me stronger,
my hardships
make me thankful;
my passion makes
me unstoppable,,

Ralph Smart

88

RULES FOR A HEALTHY LIVING

- Less Soda, More Water
- Less Alcohol, More Tea
- Less Sugar, More Fruits
- Less Meat, More Vegetables
- Less Driving, More Walking
- Less Worry, More Sleep
- Less Anger, More Laughter
- Less Words, More Action

90

Eat Healthy

Nuts--Stress depletes our B vitamins and snacking on nuts helps replenish them. The potassium in nuts is also key. Penn State researchers found that a couple of servings of potassium-packed pistachios a day can lower blood pressure and reduce the strain stress puts on your heart.

91

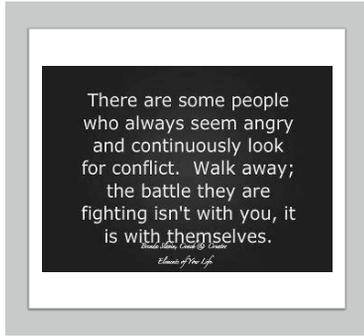
SHHHHH.....



I'M HIDING FROM
NEGATIVE PEOPLE.

Eat Healthy Cont...

Red Peppers—While oranges get all of the vitamin C hype, red peppers have twice as much. In a study in the magazine Psychopharmacology, people who took high doses of C before engaging in stress-inducing activities had lower blood pressure and recovered faster from the cortisol surge than those who got a placebo.



92



Eat Healthy Cont...

Salmon—In a study in the magazine Brain, Behavior, and Immunity people who took a daily omega-3 supplement for 12 weeks reduced their anxiety by 20% compared to the placebo group. Shoot for eating at least two servings of salmon a week or take an Omega-3 supplement.

93



Eat Healthy Cont...

Spinach—This leafy-green veggie is rich in stress-busting magnesium. People with low-magnesium levels (most of us) are more likely to have elevated C-reactive protein levels. Research shows people with high C-reactive protein levels are more stressed and at a greater risk for depression. And since magnesium gets flushed out of the body when you're stressed, it's crucial to get enough.

94



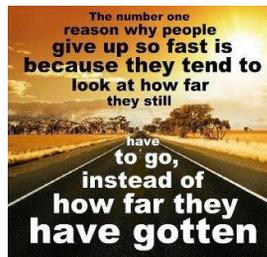
Eat Healthy Cont...

Dark Chocolate—If you crave chocolate when you're on edge, have some. Research in the Journal of Proteome Research showed people who ate about 1 ounce daily for two weeks had lower cortisol and fight-or-flight hormone levels. To reap the feel-better rewards, choose chocolate that's at least 70% cocoa. And remember, dark chocolate is a high-calorie food, so mind your portions.

95

Tea

Tea—A study from University College London discovered that tea drinkers stressed faster and had lower cortisol levels than those who drank a placebo. In the British Isles, they even practice something called "elevenses." It refers to a cup of tea and light snack that usually is taken at or around 11 a.m.



96



Exercise

- Exercise is a stress reliever and is healthy for your circulation and blood supply...
- Failing to plan, is planning to fail
- Get more info...

97



98



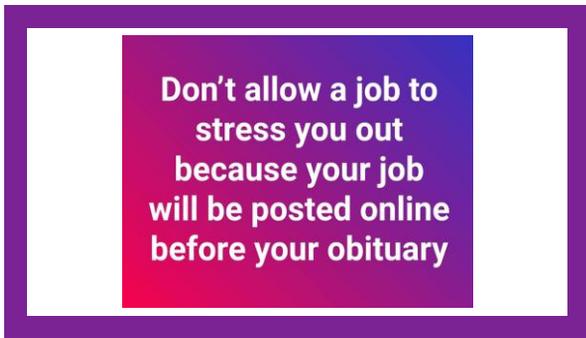
Take Care of You

- If you know it is going to be a rough day, be prepared
- If everyday is a rough day, you a doing something wrong, readjust

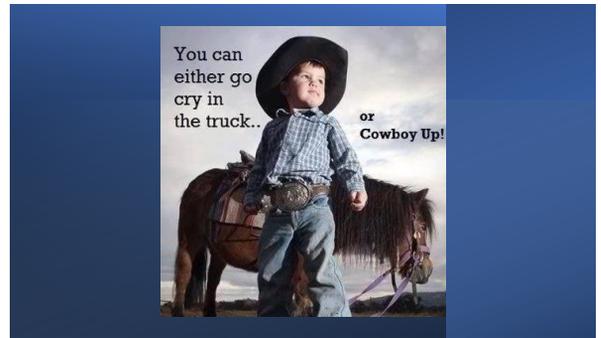


Plan ahead

99



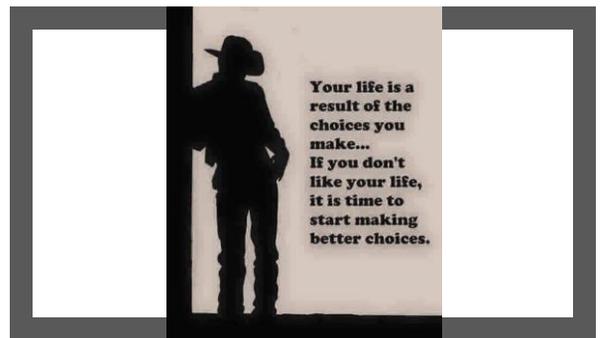
100



101



102



103

Before you
go get that
next job:



104

Review

- Defining Burnout
- The Importance of Identifying Burnout
- Signs of Burnout
- Factors Contributing To Burnout
- Helpful Hints in Combating Burnout

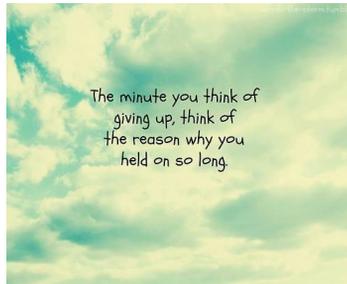


105

Thank You

martralyn@msn.com

Questions?



106