This training module is designed to help you:

• Define “burnout”
• Identify the causes and consequences of burnout
• Learn strategies for preventing and overcoming burnout
• Practice an effective stress management technique
DEFINING BURNOUT

A state of physical, emotional or mental exhaustion, combined with:

1. Doubts about your competence
2. Doubts about the value of your work
IMPACT OF STRESS

- Performance
- Stress

- Peak Performance
- Going ‘Over the Top’
- Burnout
BURNOUT SELF-ASSESSMENT

- Have you become cynical or critical at work?
- Do you have to drag yourself to work?
- Have you become irritable or impatient?
- Do you lack the energy to be productive?
- Do you lack satisfaction from your achievements?
- Do you feel disillusioned about your job?
- Are you using food, drugs or alcohol to cope?
- Have your sleep habits or appetite changed?
- Do you have unexplained physical complaints?
## Causes of Burnout

<table>
<thead>
<tr>
<th>Losing Sight of Values/Passion</th>
<th>Getting “Stuck in a Rut”</th>
<th>Work/Life Imbalance</th>
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<tbody>
<tr>
<td>Never Taking a Break</td>
<td>Lack of self-care and coping skills</td>
<td>Unrealistic expectations</td>
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<tr>
<td>Focusing Only on the Negative</td>
<td>Lack of control</td>
<td>Relationship mismatch</td>
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CONSEQUENCES OF BURNOUT

Mind:
- Fatigue
- Helpless/Hopeless
- Social disconnect

Brain:
- Anxiety
- Depression
- Decreased functioning

Body:
- Insomnia/Fatigue
- Depleted immune system
- Vulnerable to all Illness
SEEK SOCIAL SUPPORT

• Build intimate relationships
• Reach out to others
• Find a good listener
• Don’t worry about burdening
• Expand your social network
• Try to be sociable
• Be helpful to others
EVALUATE YOUR OPTIONS

• Engage in problem solving
• Discuss specific concerns with your supervisor
• Collaborate to find solutions
• Seek a mentor
• Explore opportunities for continuing education or professional development
• Find value in the work you do
• Focus on aspects of your job that you enjoy
• Find balance
• Make friends at work
• Take time off to recharge
HEALTHY HABITS

DEALING WITH BURNOUT

- Moving
- Eating
- Sleeping
REEVALUATE PRIORITIES

DEALING WITH BURNOUT

• Set boundaries
• Take a break from technology
• Nourish your creative side
• Get adequate sleep
• Set aside time for relaxation
RELAXATION EXERCISE

Deep Breathing
The SupportLinc Employee Assistance Program (EAP) is a health benefit, separate from your medical insurance, offered by your employer to help you manage life’s daily challenges.

SupportLinc can refer you to professional counselors, services and resources that will help you and your eligible family members resolve a broad range of personal and work-related concerns.
WHAT SERVICES ARE INCLUDED?

WORK-LIFE BENEFITS

LEGAL CONSULTATION
Free In-Person or Telephonic Consultation with a Licensed Attorney
No Employment Law

FINANCIAL CONSULTATION
Expert Guidance and Consultation from Financial Professionals

IDENTITY THEFT CONSULTATION
Free Consultation with Identity Theft Recovery Professional
Tailored Recovery Action Plan

DEPENDENT CARE REFERRALS
Expert Referrals to Child and Adult/Elder Care Providers, Facilities and Other Resources

“CONVENIENCE” REFERRALS
Guidance and Referrals to a Variety of Daily Living Resources: Home Improvement, Entertainment Services, Pet Care, Auto Repair, Wellness, Travel, Handymen, Volunteer Opportunities, etc.
You understand that burnout is a consequence of stress

You know the sources of your burnout

You have the tools to overcome burnout

You have more energy and enthusiasm for work and life