



BURNOUT

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WHAT IS YOUR WHY?

DEMAND VS. RESOURCES

When you're exhausted
but there's still like 3
hours of work left to do today:



BURNOUT DEFINED

- “Burnout is a psychological syndrome of emotional exhaustion, depersonalization and reduced personal accomplishment”

(Maslach, 1982; Maslach & Goldberg, 1998; Maslach & Leiter, 2003)

- Burnout occurs when the perceived resources don't meet the internal & external demands

SIGNS OF BURNOUT

In myself...

- Cynical
- Dread
- Fatigue
- Dissatisfaction
- Self-soothing (food, substances)
- Procrastination
- Judgmental

In my employees...

- Blaming
- Likes client less
- Mentions leaving
- Not meeting deadlines
- Lying
- Poor boundaries
- Disengaged

A young child with blonde hair is sitting in a dark blue car seat. The child has a confused or questioning expression on their face, looking slightly to the right. The car seat's harness straps are visible over the child's shoulders. The background is a plain, light-colored wall.

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WHAT NOW

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YOUR WHY & BURNOUT

- Perceptual maturation
 - What if work owes us nothing other than the opportunity to practice our 'why'?
 - The outcomes are none of our business!
(For the record, we can care about them!
We just ultimately can't control them.)
- Important to understand that we are responsible to our, not responsible for



THE STRESS CYCLE



STRESS VS STRESSOR

- Stressors
 - Interpreted by your body as threats
 - External – work, home life, being a parent, money, etc.
 - Internal – self criticism, identity, issues, memories, “the future”, etc.
- Stress
 - Physiological & neurological response when you encounter the threat of a stressor



IMPLICIT & EXPLICIT RESPONSES

- Deal with the stressor
- Not the same as dealing with stress
- Stress cycles are left open all day long, day after day
 - Chronic stress impacts all organ functioning (digestion, immune system, hormone balancing, blood pressure, etc.)

Me trying to cram self-care into my schedule.



COMPLETING THE STRESS CYCLE

- Fight, flight & freeze
 - Fight & Flight → “GO” response
 - Freeze → ”STOP” response; last ditch effort; parasympathetic swamps sympathetic
- Lion-free options for completing the cycle
 - Physical activity*
 - Progressive Muscle Relaxation
 - Deep breathing
 - Affection (pets! Spirituality!)



- Creative expression (singing/dancing/anything)
- Positive social interaction
- Laughter
- A good cry

STRESSORS...

BUT WHAT ABOUT THOSE DEMANDS?

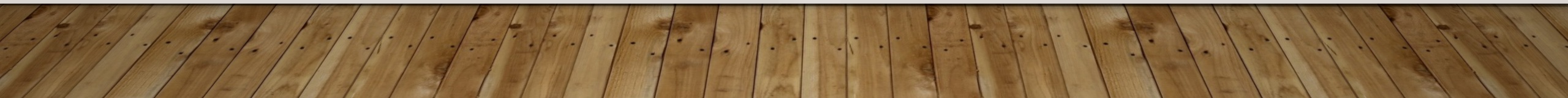
- Set boundaries
 - Your company is a vampire (even if you run it!)
- The art of triaging – the key is not giving equal value to everything (sign of burnout)
 - What is actually a demand? What can wait?
- For your employees – support this process, ask questions, model balance (taking lunch, PTO, not working while sick, etc.), offer quality insurance (covers mental health)



NOW IS YOUR CHANCE TO PRACTICE!



REVISIT YOUR WHY



Me practicing self-care but the serotonin still ain't hit

