

STRESS AND BURNOUT:

RECOGNIZING THE SIGNS AND STRATEGIES TO HELP YOURSELF AND OTHERS.

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The background is a light blue gradient with several realistic water droplets of various sizes scattered across the surface. The droplets have highlights and shadows, giving them a three-dimensional appearance.

**“SHE TRIED TO DO HER JOB,
AND IT KILLED HER.”**

**“IF THE CULTURE HAD BEEN DIFFERENT, THAT THOUGHT
WOULD HAVE NEVER EVEN OCCURRED TO HER, WHICH IS
WHY I NEED TO CHANGE THE CULTURE.”**

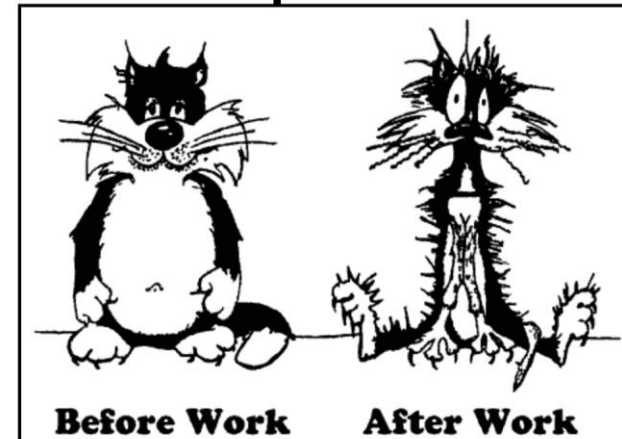
- FATHER AND SISTER OF DR. LORNA BREEN

STRESS

- STRESS REACTION
 - NORMAL – CAN BE POSITIVE
- STRESS INJURY
 - **WITHOUT REST / RECOVERY**
 - **STRESS IS NOT BAD, STUCK IN STRESS IS**
- CHRONIC STRESS ILLNESS
- MORAL DISTRESS
- SECOND VICTIM PHENOMENON

- COMPASSION FATIGUE

Workplace Stress: An Epidemic



BURNOUT



- “OCCUPATIONAL PHENOMENA”
 - UNMANAGED CHRONIC STRESS
 - PHYSICAL, MENTAL, EMOTIONAL EXHAUSTION
- DISENGAGEMENT
- DEPERSONALIZATION
- CYNICISM
- LOW SENSE OF PERSONAL ACCOMPLISHMENT

SIGNS OF STRESS

- MINOR
 - FEELING DOWN, MUSCLE TENSION, HA, PALMS, SWEATY, ANXIOUS
- MAJOR
 - EXCESSIVE GUILT, SHAME OR BLAME, FEELING OUT OF CONTROL, PANIC,
- SEVERE
 - SUICIDAL IDEATIONS, SUD, LACK OF SELF CARE, DEPRESSION, ANXIETY , LOSS OF HOPE
- NORMAL VS ABNORMAL
 - SITUATIONAL VS LONG TERM

me arriving at work willing to be a better person



me 1 hour later



SAMHSA – PHASES OF DISASTER



LONG TERM EFFECTS

NOTICE

**Due to the
current work load
the light at the
end of the tunnel
will be turned off
until further
notice.**

The Management

- CAN LAST YEARS – LIFETIME
- PHYSICAL EFFECTS
 - CV DISEASE, EATING DISORDERS
 - GI, SKIN , HAIR, SEXUAL DYSFUNCTION
- MENTAL HEALTH
 - ADDICTION
 - DEPRESSION AND ANXIETY
 - PERSONALITY DISORDERS
- WORKFORCE
 - REDUCTION,
 - PT CARE AND QUALITY

COMBAT BURNOUT - SELF

- PROACTIVE MEASURES
 - LIFE STYLE
 - ADDRESS NEEDS
 - SELF CARE
 - PROTECT THE CASTLE
- “CHECK UP FROM THE NECK UP”
 - “NAME IT TO TAME IT”
 - RECOGNIZE S/S IN YOURSELF
- CONNECT
 - **PEERS, BUDDY SYSTEM**
 - EAP, OTHER RESOURCES

Me trying to excel in my career,
maintain a social life, drink enough
water, exercise, text everyone back,
stay sane, survive and be happy



COMBAT BURNOUT – UNIT & ORGANIZATION

When the new co-worker shows up with all their new ideas & is super excited to be there



- IMPLEMENT
 - PAUSE, DEBRIEFINGS, RESILIENCY ROUNDS, ZEN DEN, RESILIENCY DROP INS
- PROGRAMS
 - MENTORS, PEER SUPPORT, CODE LAVENDER
- COMMITTEE TO ADDRESS STRESS
 - AACN HWE TOOL, EAP
- TRAINING
- **BE AN EXAMPLE**

NEXT STEPS

SELF

- COMMUNICATION
 - ZOOM BOX HUGS
- RECONNECT TO PURPOSE
- GET A BATTLE BUDDY
- CHECK UP & SPEAK UP
- **SELF CARE**

ORGANIZATION

- COMMUNICATION
- CHIEF WELLNESS OFFICER
 - RESILIENCY PROGRAMS
- OPT OUT SERVICES
- “I’M FINE” OR “SUCK IT UP” CULTURE
- WELL-BEING PLAYBOOK – AHA
- ASK STAFF

ASK STAFF

- SHANAFELT (2020)
- HEAR ME
 - MY VOICE AND OPINIONS MATTER
- PROTECT ME
 - PPE / ACCOMMODATIONS / INFORMATION
- PREPARE ME
 - TRAINING, CLEAR COMMUNICATION
- SUPPORT ME
 - ACKNOWLEDGE HUMAN LIMITATIONS, TIME FOR SELF CARE, MEALS, CHILD CARE
- CARE FOR ME
 - IF I GET SICK, LODGING, CHECK INS



We are still here.
We are tired.
We are frustrated.
We are burnt out.

SELF-CARE

- SELF CARE - REDEFINED
- PLANNED
 - VACATION, TIME OFF, EXERCISE
 - MASSAGE, MANI/PEDI, YOGA CLASS, NAP, MEDITATION, NATURE WALK, MINDFULNESS
 - TOOLKIT & MISSION STATEMENT & VISION
- IN THE MOMENT
 - BREATH WORK, AROMATHERAPY, SET BOUNDARIES, STOPP, 5-1, PHOTOS, SING, SMILE, GRATITUDE, TURN OFF, HOT TEA



YOU WOULDN'T LET THIS
HAPPEN TO YOUR PHONE.
DON'T LET IT HAPPEN TO
YOU EITHER.

SELF CARE IS A PRIORITY,
NOT A LUXURY.

QUESTIONS ??



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