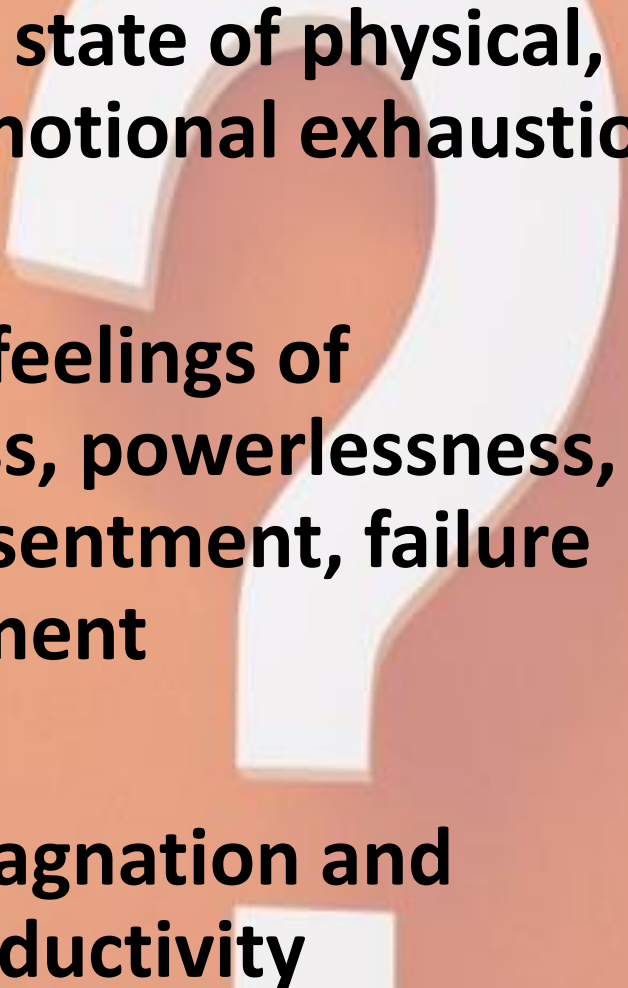


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EMPAC

# Burnout

# What is Burnout?

- **Burnout is a state of physical, mental & emotional exhaustion**
  - **It produces feelings of hopelessness, powerlessness, cynicism, resentment, failure and detachment**
  - **Results in stagnation and reduced productivity**
- 
- A large, white, 3D-style question mark is mounted on an orange wall. The question mark is positioned behind the text on the right side of the slide. The background of the slide is a photograph of an orange wall and a light-colored wooden floor.

# Activity

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What does  
burnout look  
like?

How would you  
know when you  
reached that  
point?

# Assess your level of burnout

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On a scale of 1-10

- How excited are you about going to work?
- How much physical and emotional energy do you have?
- How much do you enjoy your co-workers?
- How efficiently do you perform at work?
- What is your level of commitment to your company?

## Possible Indicators...

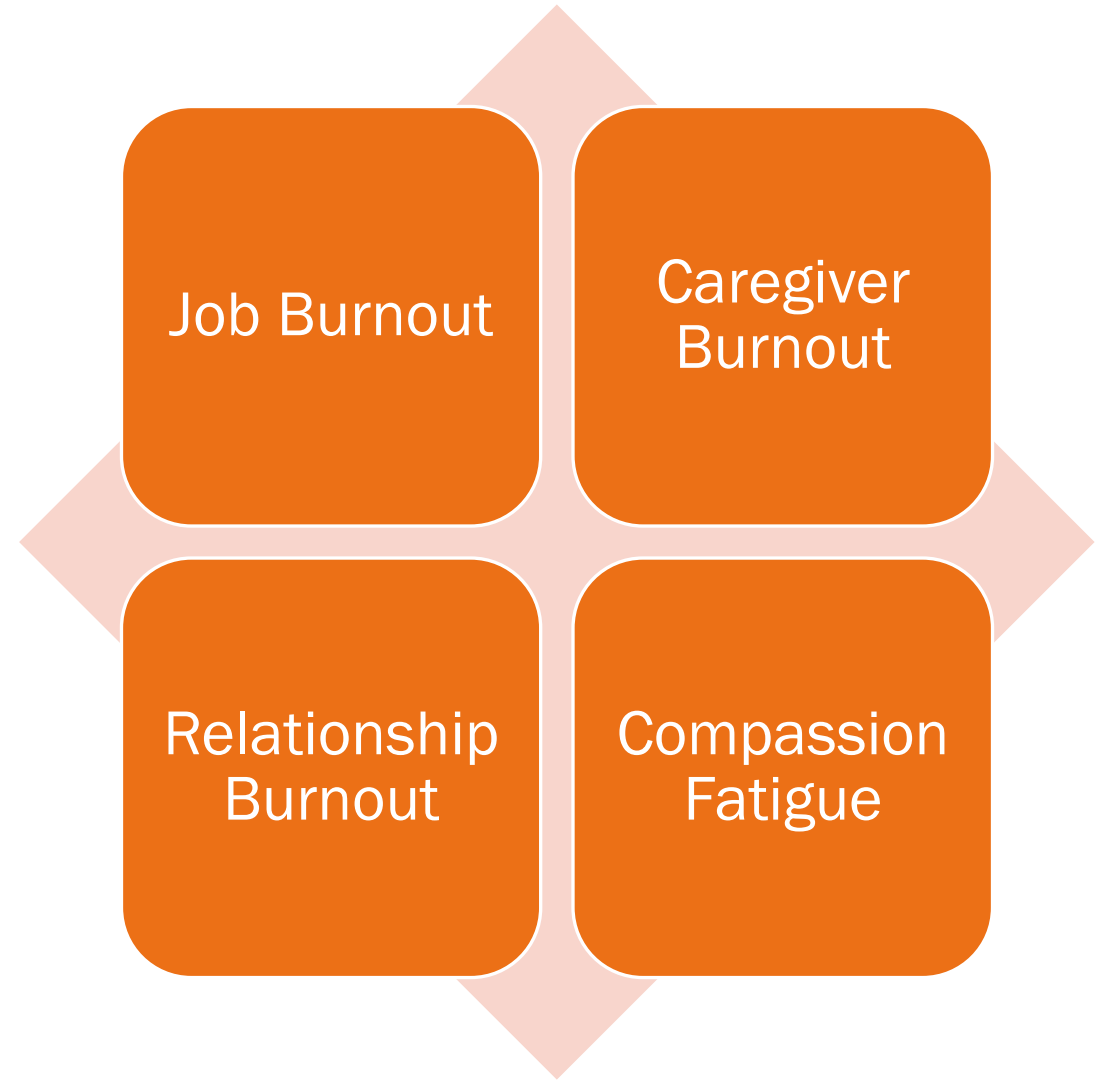
- Lack of fulfillment from job duties
- Never feeling caught up or “in control”
- Indecisive/insecure
- Bitter about duties “above my pay grade”
- Declining relationships with co-workers
- Exhaustion/Insomnia
- Feeling like a failure/hopelessness
- Them vs. us mentality
- Forgetfulness/Lack of concentration
- Anxiety and/or depression
- Increased illness
- Excessive self-medicating (food, alcohol, drugs)

# Possible Causes...

- Minimal self-care
- Workload or schedule demands
- Unclear or unrealistic expectations
- Workplace relationships
- Individual or personality characteristics
- Stress

# Types of Burnout

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# Compassion Fatigue

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“A state experienced by those helping people or animals in distress;

It is an extreme state of tension and preoccupation with the suffering of those being helped to the degree that it can create a secondary traumatic stress for the helper.”





# Causes of Compassion Fatigue

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- Pattern of other-directedness
- Lack of strong personal boundaries
- Inability and/or failure to communicate needs
- Unresolved past pain and trauma
- Impulse to rescue

# Consequences of Burnout

## Physical

- Chronic Stress
- Fatigue
- High blood pressure
- Increased risk for heart disease and diabetes
- Compromised Immunity

## Psychological

- Depression
- Anxiety
- Anger
- Irritability
- Lack of motivation
- Feelings of helplessness
- Resentment

## Occupational

- Job dissatisfaction
- Withdrawal from colleagues
- Poor work performance (absenteeism, missing deadlines, negativity)
- Missing out on potential growth opportunities

# Strategies

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## Prevention

- Practice self-care
  - Sleep
  - Diet
  - Exercise
- Work with purpose
- Set boundaries
- Communicate clearly
- Implement stress management skills such as mindfulness and gratitude.

## Overcoming

- Identify the cause by performing a work analysis
- Communicate with your boss; areas of concern and potential solutions
- Draw support from others
- Find meaning in your work
- Reestablish balance between your work and personal life

**LifeWheel Activity**

# What do Boundaries look like?

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- Take breaks: lunch, planned vacation time
- Leave work “on time”
- Say “no”
- Prioritize activities that bring you joy
- Connect with those who will encourage you to be more positive
- Limit time with those who drain your energy
- Put yourself first -- make time for self-care
- Clearly define roles and responsibilities and work and home

# Stress Management

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- Manage expectations: control what you can control
- What are your triggers? – plan for them
- Create and stick to a budget for travel, food, entertainment, and gifts
- Create and stick to a schedule – don't overload it.
- Exhaustion increases stress – prevent that!
- Don't abandon healthy habits
- Have a sense of humor
- Practice Gratitude and Mindfulness
- Talk to your doctor about your concerns and any physical or emotional symptoms

# Stress response cycle

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We can help the body through its stress response with a few simple techniques.

**Move**

**Do something creative**

**Physical touch**

**Laugh/cry**

**Deep breathing**

Develop a support network of caring, compassionate and encouraging people, who are on your side



# Action Plan

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- Identify and address the root cause - keep asking why until you find it
- Challenge yourself- fully use your potential
- Pace yourself with small and achievable goals
- Welcome change!
- Work on your organization/time management skills and use a calendar. Evaluate your progress and difficulties.
- If you are truly burned out – find a mentor, coach, or counselor who is going to encourage you.

# Empac

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