



# Beating Burnout

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**AT WORK LIKE**



**I CAN'T!**



YOU CAN DO  
ANYTHING  
BUT NOT  
EVERYTHING

- DAVID ALLEN

## 2 Truths and a Lie

### Truth

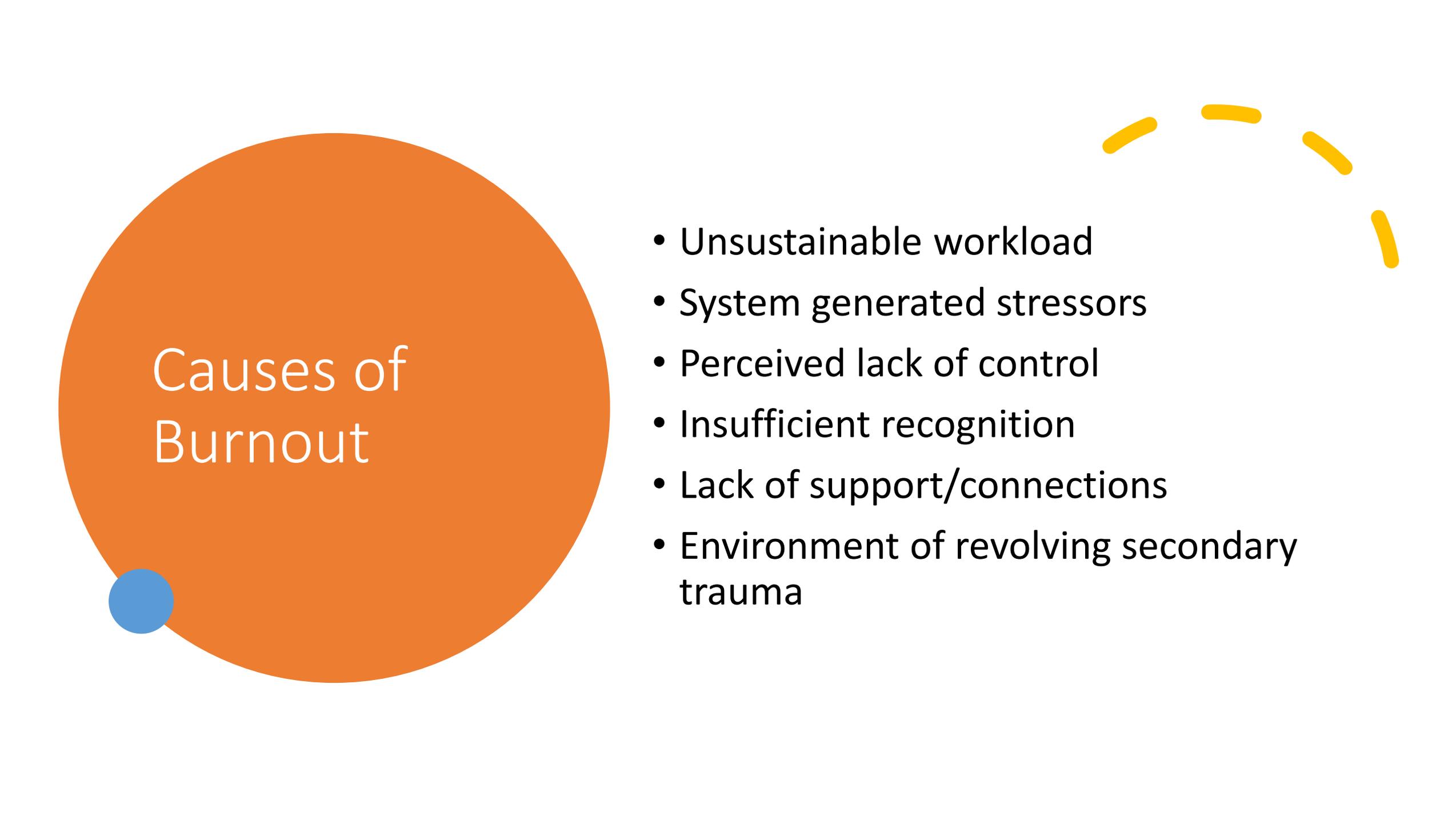
For clinicians considering leaving their positions in healthcare, burnout is the most reported reason as their key driver

Burnout can look and feel different in each person.

### Lie

Burnout started after the COVID-19 pandemic.

**“The healthcare industry has a long-standing problem with burnout that is encoded in the culture. For a myriad of reasons including excessive workload, stigma, post-traumatic stress, and learned helplessness, we see a major threat that has only gotten WORSE during the pandemic.”**



# Causes of Burnout

- Unsustainable workload
- System generated stressors
- Perceived lack of control
- Insufficient recognition
- Lack of support/connections
- Environment of revolving secondary trauma

A young child with dark hair, wearing a blue t-shirt with small black stars, is sitting on a grey patterned rug. The child is holding an open book and looking down at it. In the foreground, there is a stack of books and a small blue and orange toy. The background shows a window with a view of a plant and a wooden cabinet.

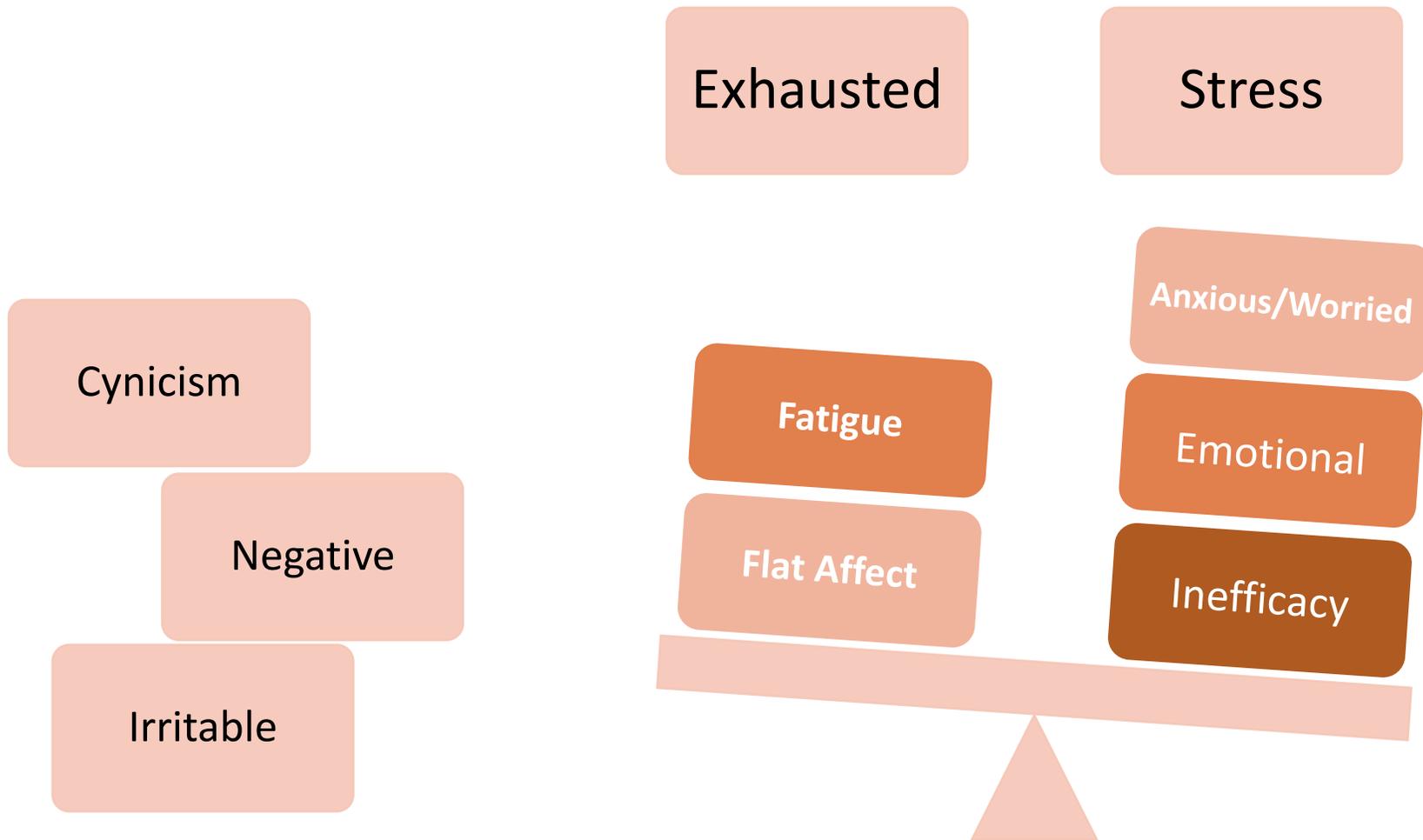
Let's get on the same page...

# Burnout

A long-term stress reaction defined by having at least one of the following symptoms:

- Emotional exhaustion
- Depersonalization, including cynicism and lack of empathy
- Feelings of inefficacy with a low sense of personal accomplishment

# What can this look like





What else can this  
look like?

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Less Productive

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Lack of Motivation

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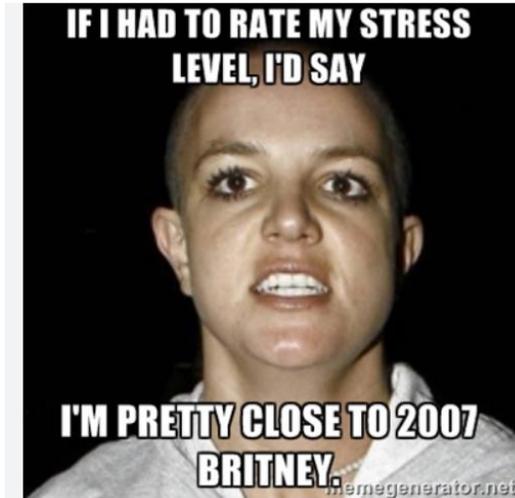
Physical Symptoms

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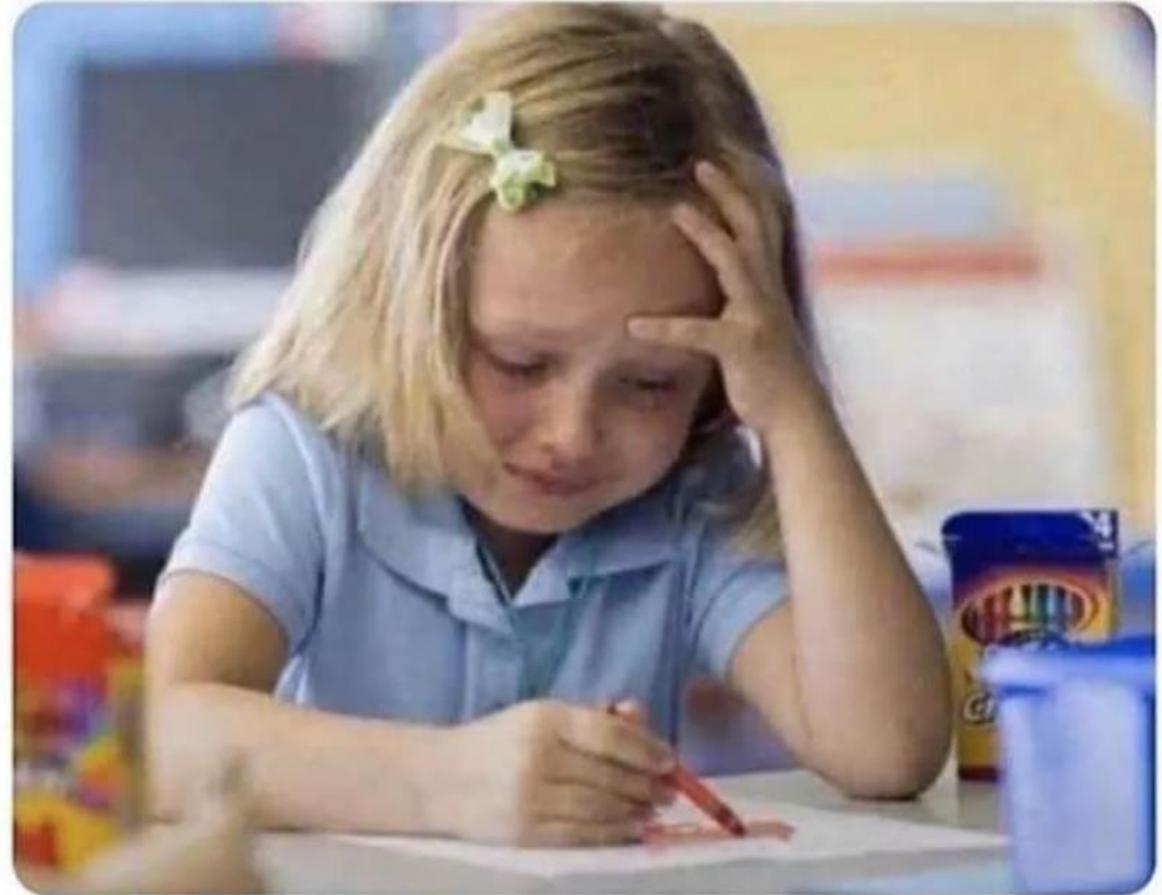
Low Self-Esteem

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Detached



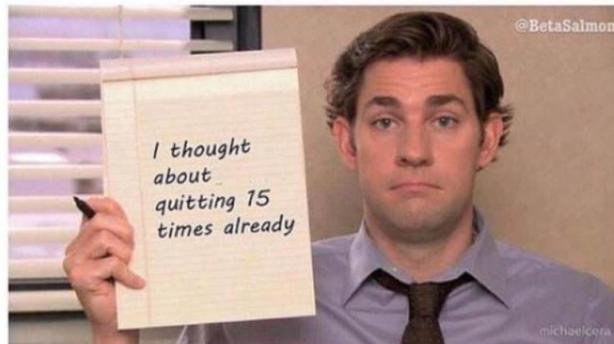
Somedays I just want to reply emails with "ok" and this picture:



Me: I won't let work get the best of me

\*3 minutes later\*

Me:



# IF WE DO NOTHING

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- Burnout/emotional contagion
- Negative impact to patient safety
- Diminished patient satisfaction
- Diminished employee satisfaction
- Impaired social relationships
- Reduced adherence to policies





Let's Tackle This.

# Stress

The overwhelming feeling of emotional or physical tension. It often presents when we are in a situation that we don't feel like we can effectively manage or control.



## Stress: Control & Influence

- Can you control it?
- Can you influence it?
- If they answer to both is no, time to **SHIFT YOUR MINDSET.**

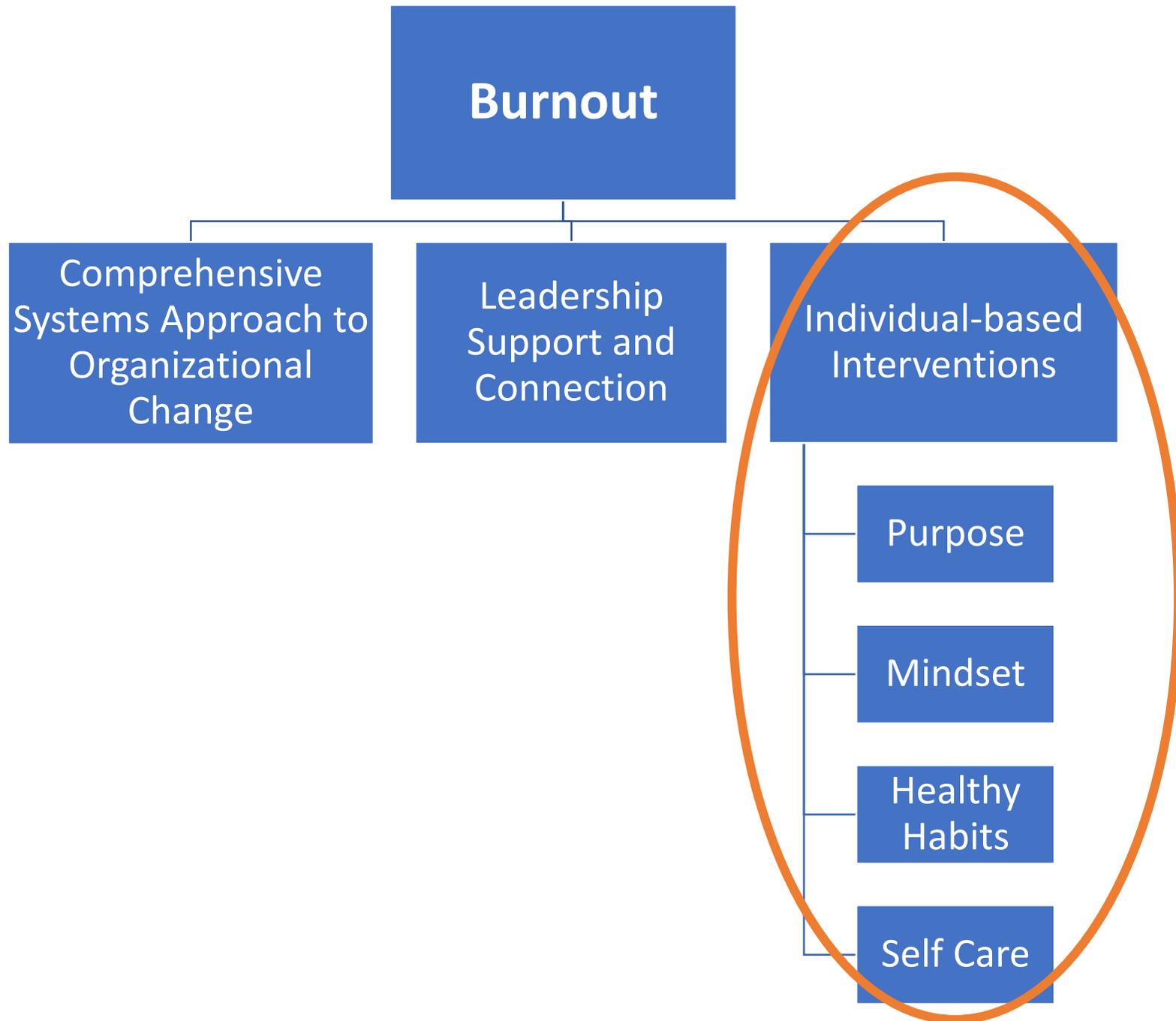


# I NEED HELP.

- How do I work on focusing my efforts on the things I can control?
- How do I shift my energy away from the things I can't?

$$P \times R = S$$

We do important stuff... hard work... at the end of the day- what deserves our attention the most?



**Progress**



**Purpose**



**Belonging**



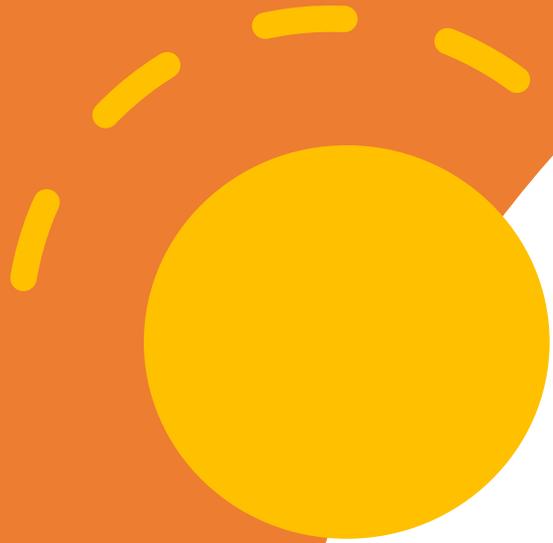
**Thrive**

**Burnout**

Exhaustion  
and  
tiredness

Cynicism  
and  
negativity

Reduced  
efficacy



# How do we move from DEPRIVE to THRIVE?

Million Dollar Question

A large, solid orange circle occupies the left side of the frame, partially cut off by the edge.

Exhausted

Lack of sleep, tired, worn down,  
poor sleep habits, you name it- it's  
all terrible... and not sustainable.

A decorative yellow dashed line consisting of several short, curved segments, located in the bottom right corner of the slide.

# Pro Tips - Exhaustion



- Establish a sleep routine and stick with it as much as possible
- Limit screens before sleep
- Stop multi-tasking
- Apps (Calm, Headspace, I am)
- Healthy habits
- Practice mindfulness

EXHAUSTION



PROGRESS

# Cynicism & Negativity

Callous, negative, and less connected.

May present individually, with coworkers, and/or the job itself.



# Pro Tips: Cynicism & Negativity



- Find or remember your purpose
- Realign thoughts/actions to match core values
- Share kindness
- Express gratitude
- Mindset Shift

CYNICISM



PURPOSE

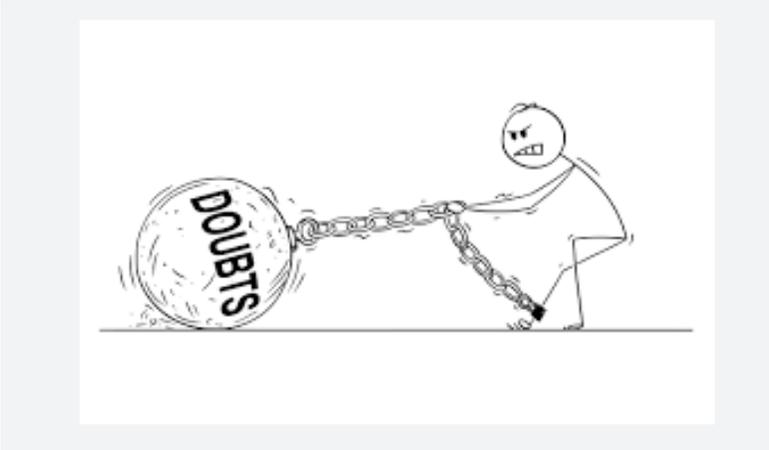


Reduced  
Efficacy

Depleted sense of self or  
accomplishment, less productive.



# Pro Tip: Inefficacy



- Find the good, see the good, recognize the good
- Goals
- Reflection to action
- Move with intention
- Identify coach/mentor

INEFFICACY



BELONGING

# What else?

- **Check-in with your Network**

- Do you have a trusting relationships in and outside of work? If so, build and strengthen connections to boost your overall feeling of wellbeing and support.

- **Talk with your Leader**

- If you are in an environment where this is possible, try to explain how you're feeling and discuss what the contributing factors are. Communication is important for creating a healthy work environment.

- **Seek Professional Help**

- Consult with a professional on the topic of burnout. Employee Wellness Center and your EAP benefit can help make those connections.



# A single slide on self care

Prioritize good sleep

Healthy choices

Healthy boundaries

Positive social network



Bite Size Starts = BIG BITE Results



Purpose



# The Road Ahead

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Overwhelm & Stress ≠ Long Term Sentence

- Choose Recovery
- Choose Intention
- Choose Positive
- Choose Joy
- Choose Hope



# Thank You!

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