Overcoming Stress and Burnout



Objectives

Define the difference between stress and burnout

Understand the cause of stress and burnout

Learn lifestyle changes and coping strategies to manage stress and prevent burnout

Stress versus burnout defined

Stress

A condition or feeling experienced when a person perceives that demands exceed their personal and social resources.

Burnout

A state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress.

Burnout is a reaction to prolonged or chronic job stress and is characterized by three main dimensions: exhaustion, cynicism (less identification with the job), and feelings of reduced professional ability.

Stress versus burnout signs and symptoms

Stress

Characterized by overengagement

Emotions are overreactive

Produces urgency and hyperactivity

Loss of energy

Leads to anxiety disorders

Primary damage is physical

Burnout

Characterized by disengagement

Emotions are blunted

Produces helplessness and hopelessness

Loss of motivation, ideals, and hope

Leads to detachment and depression

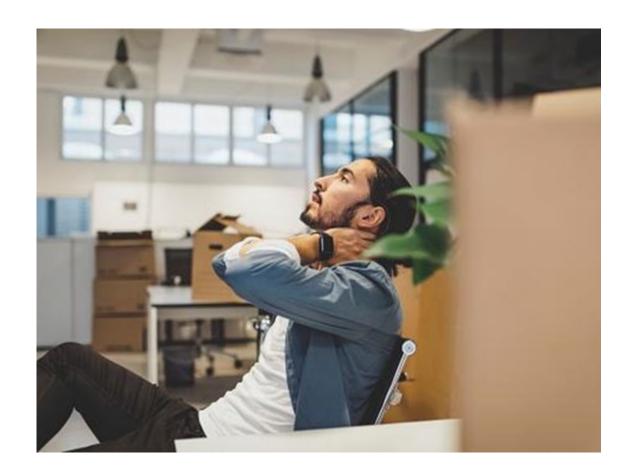
Primary damage is emotional

Causes of chronic stress and burnout

Work

Lifestyle

Personality traits



Work Strategies

Work value

Connect with coworkers

Recharge, take time away

Say "no" to say "yes"

Technology break

Be creative

Behavioral Strategies

Improve your Emotional Intelligence

Manage your energy

Set boundaries



Physical strategies

Exercise

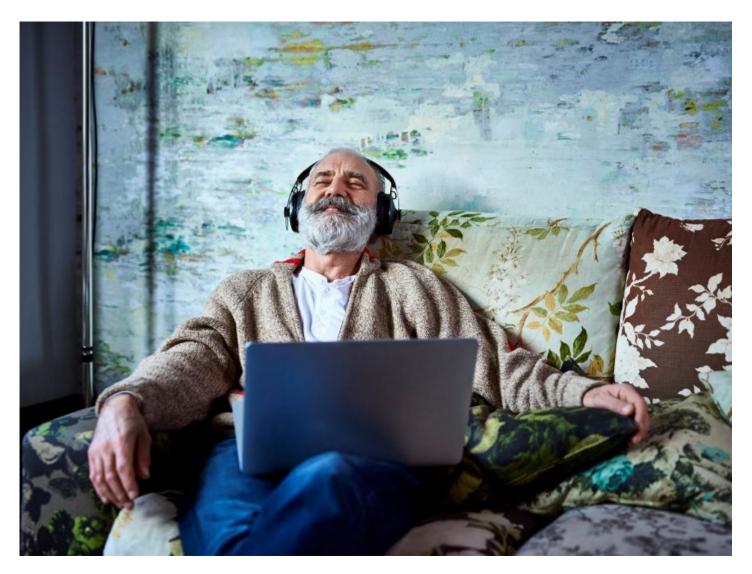
Nutrition

Sleep/Relaxation

Meditation, Yoga



Meditation activity



Click here for Mindfulness Muse, Leaves on a Stream exercise

Your Employee Assistance Program

Call toll-free or visit us on the web

24 hours a day/7 days a week

Thank you!

CONFIDENTIAL INFORMATION

The information presented in this presentation is confidential and expected to be used solely in support of the delivery of services to Magellan members. By receipt of this presentation, each recipient agrees that the information contained herein will be kept confidential and that the information will not be photocopied, reproduced, or distributed to or disclosed to others at any time without the prior written consent of Magellan Health, Inc.