

Overcoming Stress and Burnout

What is stress?

What is burnout?

Stress versus burnout

Stress

- Characterized by over-engagement
- 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
 - Become aware of how effectively you use nonverbal communication
 - Examine how you react to stressful situations
 - Examine how your actions will affect others
 - Observe how you react to people
- Manage your energy
- Set boundaries

Physical strategies

- Exercise
- Nutrition
- Sleep/relaxation

What will you commit to doing moving forward to manage stress and prevent burnout?

Resources:

- Call your EAP toll free or visit us on the web (contact your HR Department for your EAP number and website)
- Healthy Sleep Tips: <https://www.sleepfoundation.org/sleep-hygiene/healthy-sleep-tips>
- How to Practice Self-Care: 10+ Worksheets and 12 Ideas: <https://positivepsychology.com/self-care-worksheets/>
- How to Set Healthy Boundaries: 10 Examples + PDF Worksheets: <https://positivepsychology.com/great-self-care-setting-healthy-boundaries/>
- Improving Emotional Intelligence (EQ): <https://www.helpguide.org/articles/mental-health/emotional-intelligence-eq.htm>
- Leaves on a Stream: <https://www.mindfulnessmuse.com/wp-content/uploads/2011/09/Cognitive-Defusion-Exercise-1.pdf>