Moving Beyond Burnout: Allowing Self-Care Even Amidst the Busyness

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We live in a burnout world.

We will

- Create an actual plan to put yourself and your whole health on your priority list

So you can

- Achieve better work-life balance and move beyond burnout.
OUR PLAN

- 1. Identify and define signs of burnout, and increase self-awareness of burnout.
- 2. Use Prochaska’s Stages of Change to create a plan to
  - prevent and overcome burnout
  - learn to put yourself on your priority list.
- 3. Identify the role of healthy boundaries in the workplace, in order to begin to practice work-life balance.
Starting points

In our health field, we need to walk our talk.

Take good care of ourselves: body, mind, heart and spirit.
Sacrificing yourself and your health for your job and your family is NOT an option.
You deserve to put *yourself* on your priority list and take care of yourself.

If you don’t, no one else will.
Having **healthy boundaries** is key to preventing and moving through burnout.
Adopting “both-and” “win-win” solutions, instead of “black & white” “either-or,” can help solve competing needs at work and home.
WHAT IS BURNOUT?

Burnout is a very real mental and physiological condition caused by a stress overload.

Burnout arises when we are

- overworked,
- overtaxed emotionally or physically, and
- find it more difficult to cope with everyday stresses.
Common signs of burnout

Dr. Jill Ammon-Wexler

- A loss of enthusiasm for your job
- Less interest in your social life
- Weakened interest in your relationship and normal personal interests.

Sound familiar?
The Adrenalin-High Trap

- Many executives and entrepreneurs claim to thrive on stress.
- They’re enjoying the physiological excitement from an adrenalin high.
- Adrenalin highs are designed to prepare you for fight or flight.
During an adrenalin high

- Your higher thinking centers close down
- Older, more primitive portions of your brain prepare you for emergency.

Over time this leads straight to stage 2 burnout and serious mental and physical exhaustion.

YOU are not immune!
The Major Factors in Stress

Burnout occurs when the demands being placed on you exceed your capacity to meet them. The four major factors feeding stress overload include:

1. Time pressures
2. Excessive responsibility or accountability (sometimes without authority)
3. Lack of adequate support
4. Excessive expectations by yourself and/or those around you
The Stages of Burnout

**Burnout** is a process that progresses through three stages of stress overload:

- The stress arousal stage
- The low energy stage
- The exhaustion stage.
The Stages of Burnout

- THE STRESS AROUSAL STAGE
  - Irritable, anxious, forgetful
  - Difficulty focusing
  - Flareups of high blood pressure
  - Bruxism, insomnia, headaches
  - Acute GI distress
The Stages of Burnout

THE LOW-ENERGY STAGE

- Forgetfulness, inability to focus
- Procrastination, lots of time off work
- Less interest in work, hopeless
- Loss of enthusiasm, even for intimacy
- Tiredness, use of sugar, caffeine, etc.
The Stages of Burnout

THE ACUTE EXHAUSTION STAGE

Chronic conditions such as:

- Sadness, depression, GI distress
- Mental, physical fatigue
- Inability to focus; headaches, migraine
- Difficulty reading, desire to drop out
- Desire to quit work, avoid people
End of Moving Beyond Burnout I, Identifying burnout.

- Next presentation:
  Moving Beyond Burnout II,
  Learning how to change