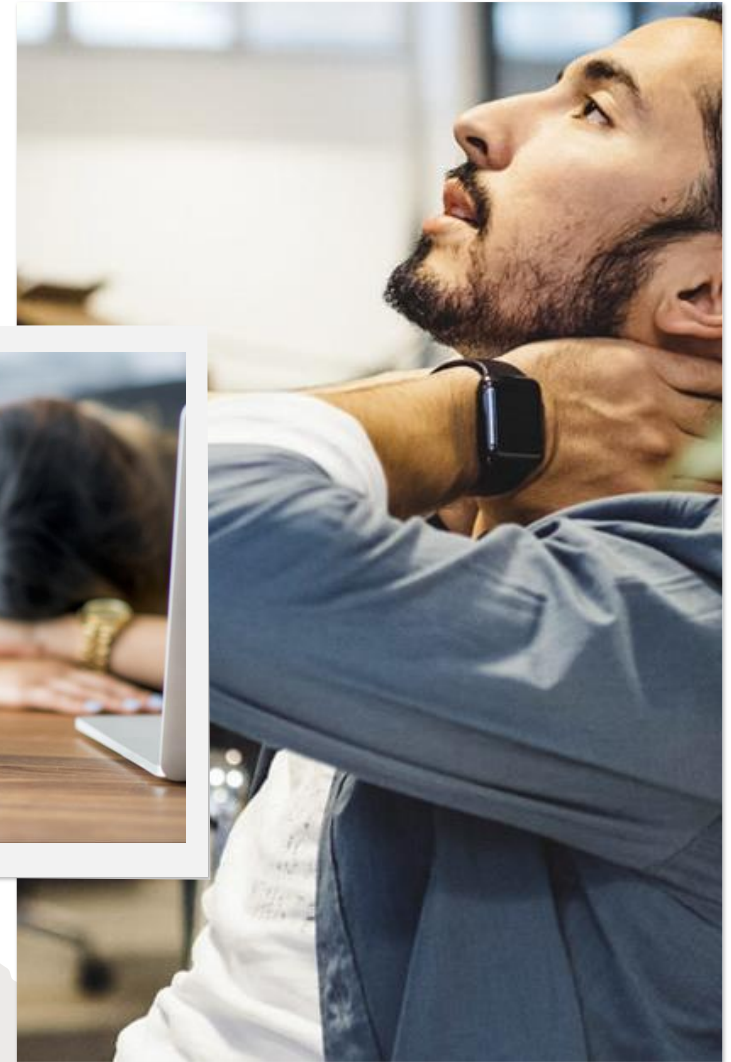




BUSY TO BURNOUT AND BACK:
HOW CHANGING YOUR VIEWPOINT CAN CHANGE YOUR LIFE

LET'S TALK

- What is burnout
- What does it look like
- Symptoms and setting
- Where did it come from
- Busy to Burnout and Back



The World Health Organization defines burn-out as:

“Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one’s job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.

Burn-out refers specifically to phenomena in the **occupational** context and should not be applied to describe experiences in other areas of life.”

WHAT DOES BURNOUT LOOK LIKE

Exhaustion

- Physical and emotional
- Constant annoyance, frequent colds or fevers, headaches and body aches, unexplained absences and increased sick days

Cynicism

- Uncharacteristic disengagement
- Delayed projects/tasks, missing deadlines, sudden change in interactions with others- quiet, increasingly negative, avoiding others, distant

Inefficiency

- Decreased productivity or quality of work
- Spending time on non-work matters- social media, shopping sites, or taking extended breaks in order to avoid work





SYMPTOMS OF BURNOUT

- Having a negative or critical attitude at work
- Dreading going into work and wanting to leave once you're there
- Having low energy and little interest at work
- Having trouble sleeping
- Being absent from work a lot
- Having feelings of emptiness
- Experiencing physical complaints such as headaches, illness, or backaches
- Having thoughts that your work doesn't have meaning or make a difference
- Being irritated easily by team members or clients
- Pulling away emotionally from colleagues or clients
- Feeling that your work and contributions go unrecognized
- Blaming others for your mistakes
- You are thinking of quitting work or changing roles

WHO'S THE BLAME?
THE CANARY
OR
THE COAL MINE





WHERE DOES BURNOUT COME FROM

1. Unmanageable workload
2. Perceived lack of control
3. Little reward or recognition
4. Unsupportive workplace
5. Lack of fairness
6. Values mismatch

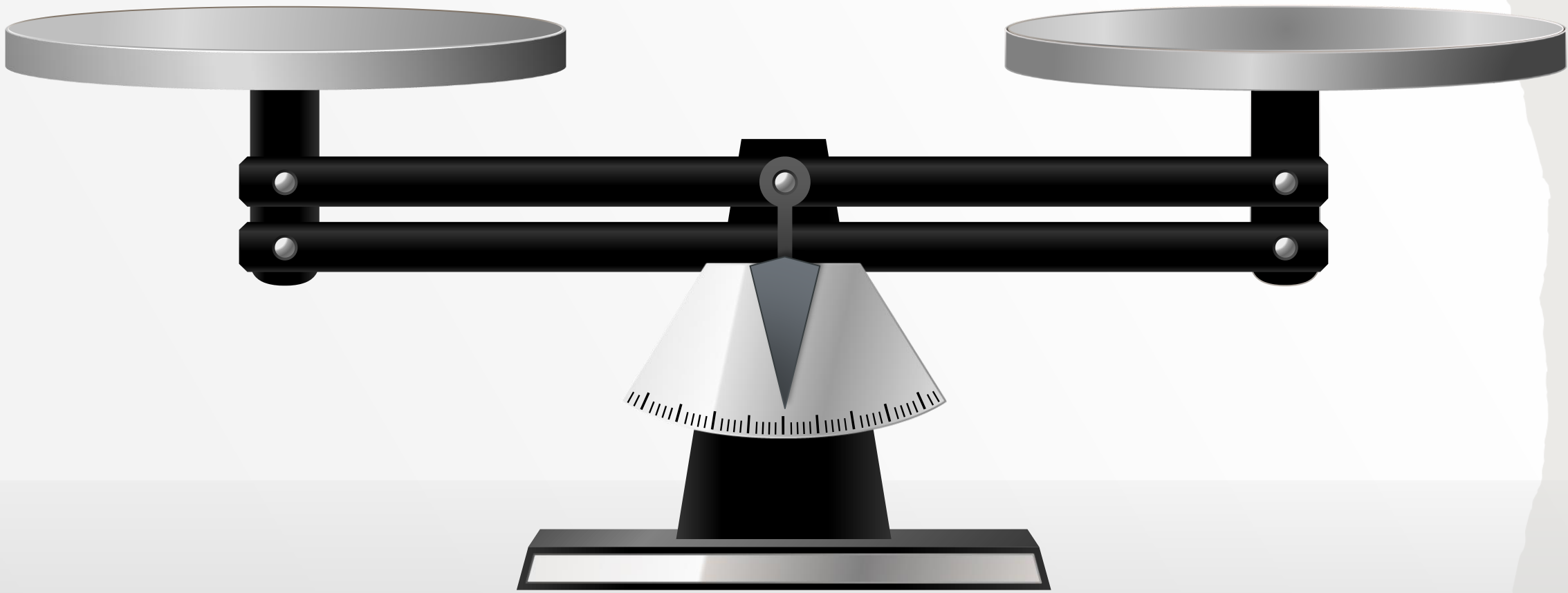
UNMANAGEABLE
WORKLOAD

A blue ribbon award with a circular center. The word "BUSY" is written in white, serif, all-caps font across the center. The ribbon is made of a textured material and has a ruffled, scalloped edge. The award is set against a dark, textured background that looks like a book cover or a similar material. The top and bottom edges of the image are torn, revealing a white background.

BUSY

Resources

Demands



WORKLOAD IN BALANCE

“It doesn’t make sense to hire smart people and tell them what to do; we hire smart people so they can tell us what to do.”

-Steve Jobs

PERCEIVED LACK
OF CONTROL





LACK OF REWARD OR RECOGNITION

4 A'S OF CIVILITY

Acknowledgement

Saying or doing something that recognizes another person's presence. It could be as simple as smiling or wishing them a good morning.

Acceptance

Explicitly or implicitly welcoming a person into your conversation, group or project.

Civility

Accommodation

Modifying your activities or space in ways that helps another person participate or to work more comfortably or effectively.

Appreciation

Expressing thanks for another person's contribution or expressing admiration for the quality of that contribution.

UNSUPPORTIVE WORKPLACE



LACK OF FAIRNESS

Can present in many ways, including:

- Bias
- Favoritism
- Mistreatment by coworker/supervisor
- Unfair corporate policies
- Unequal compensation



VALUES MISMATCH



What's Your WHY?

FINDING YOUR WHY

1. Identify what you care about
2. Reflect on what matters most-values
3. Recognize your strengths and talents
4. Test it out- volunteer
5. Imagine where you will be in 5 years
6. Practice gratitude
7. Look to people you admire





pleasure
vacations
friends
business
work-life
career
job
family
self
development
happiness
sleep
ambition
money
community
commitment
education

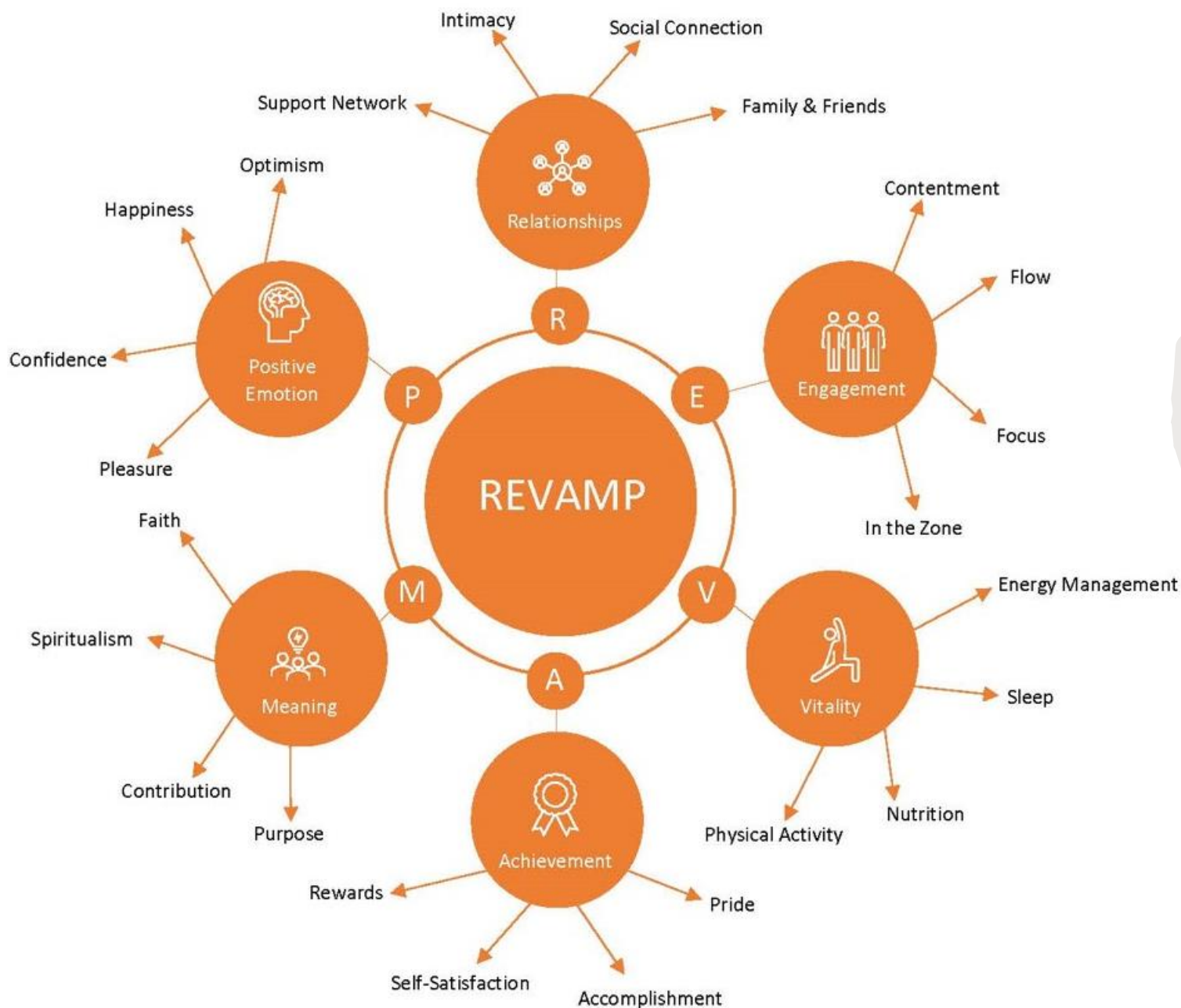
rest
office
stress
health
leisure
sport
hobby

motivation
productivity
deadlines

workplace
recreation
responsibility
pressure



REVAMP-ing YOUR WORK/LIFE BALANCE



REVAMP

Relationships

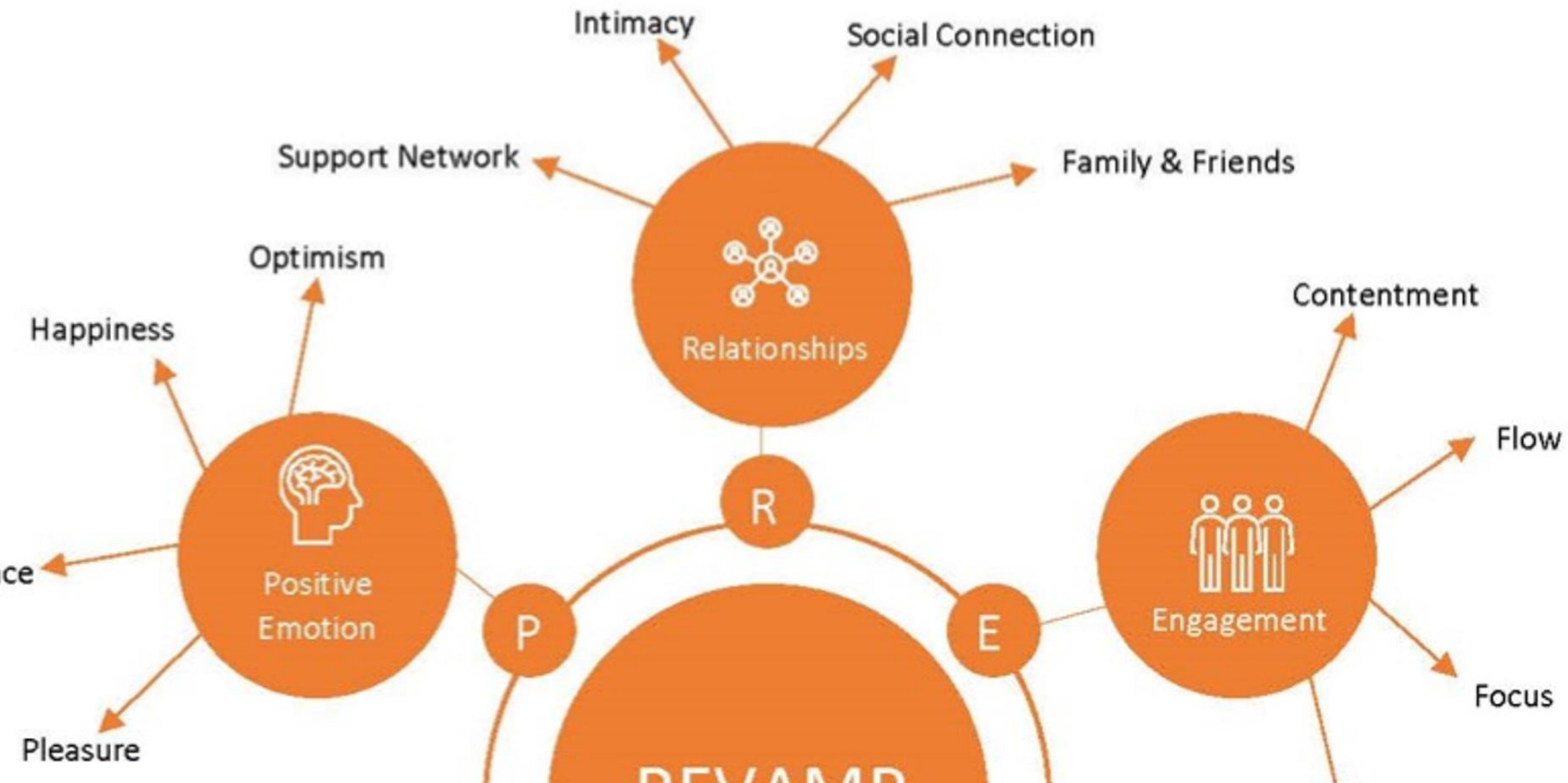
Engagement

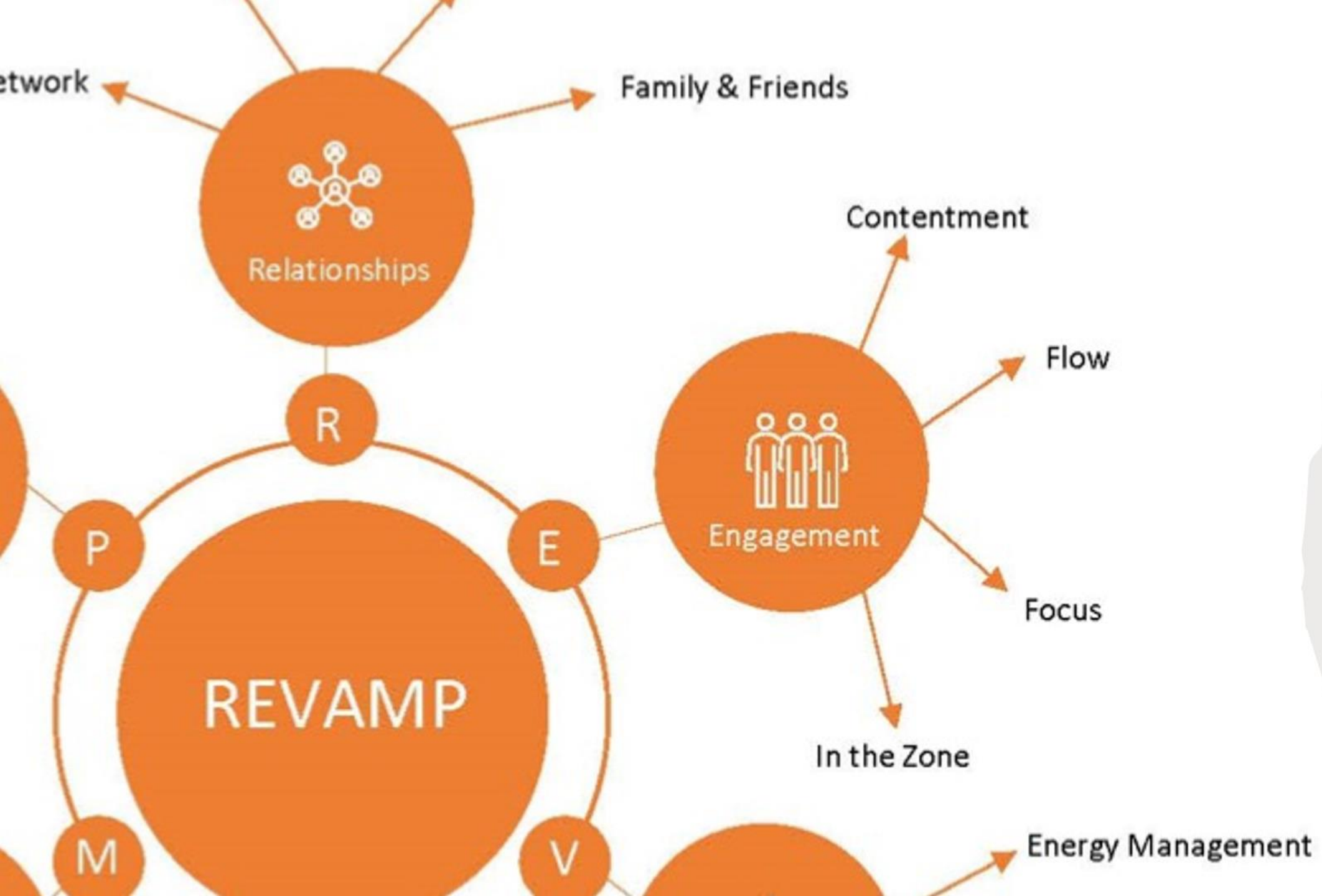
Vitality

Achievement

Meaning

Positive Emotion



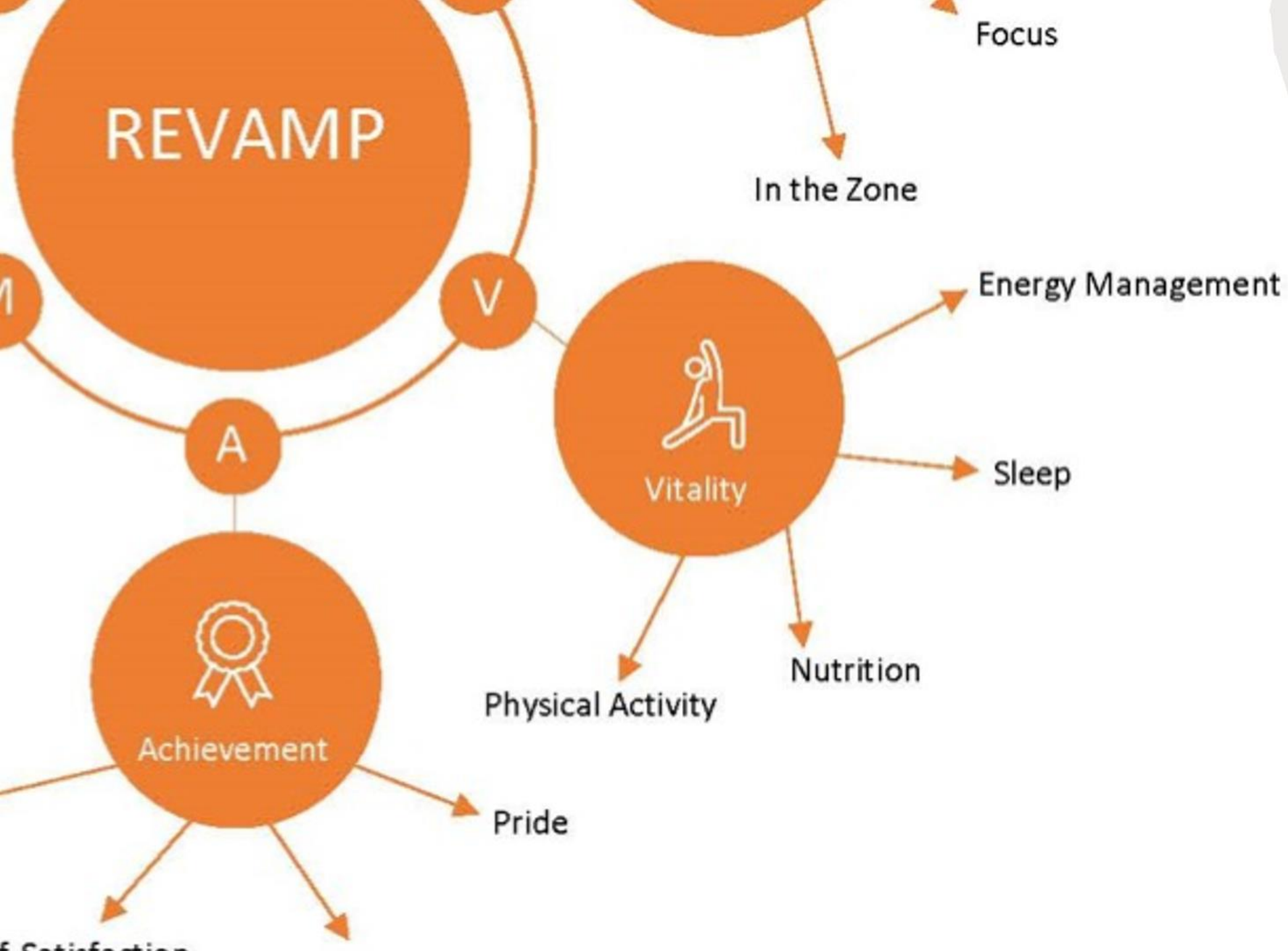


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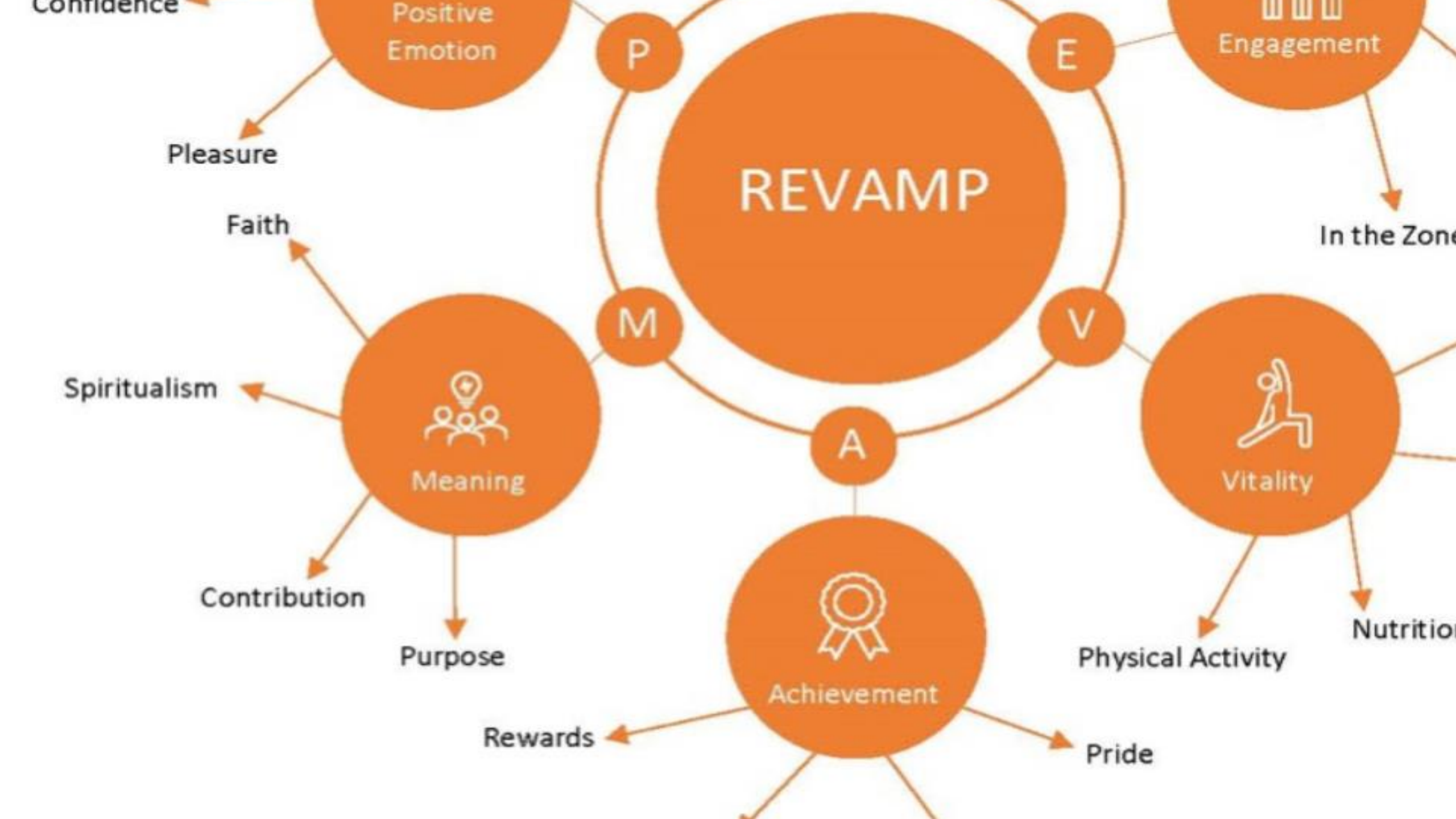
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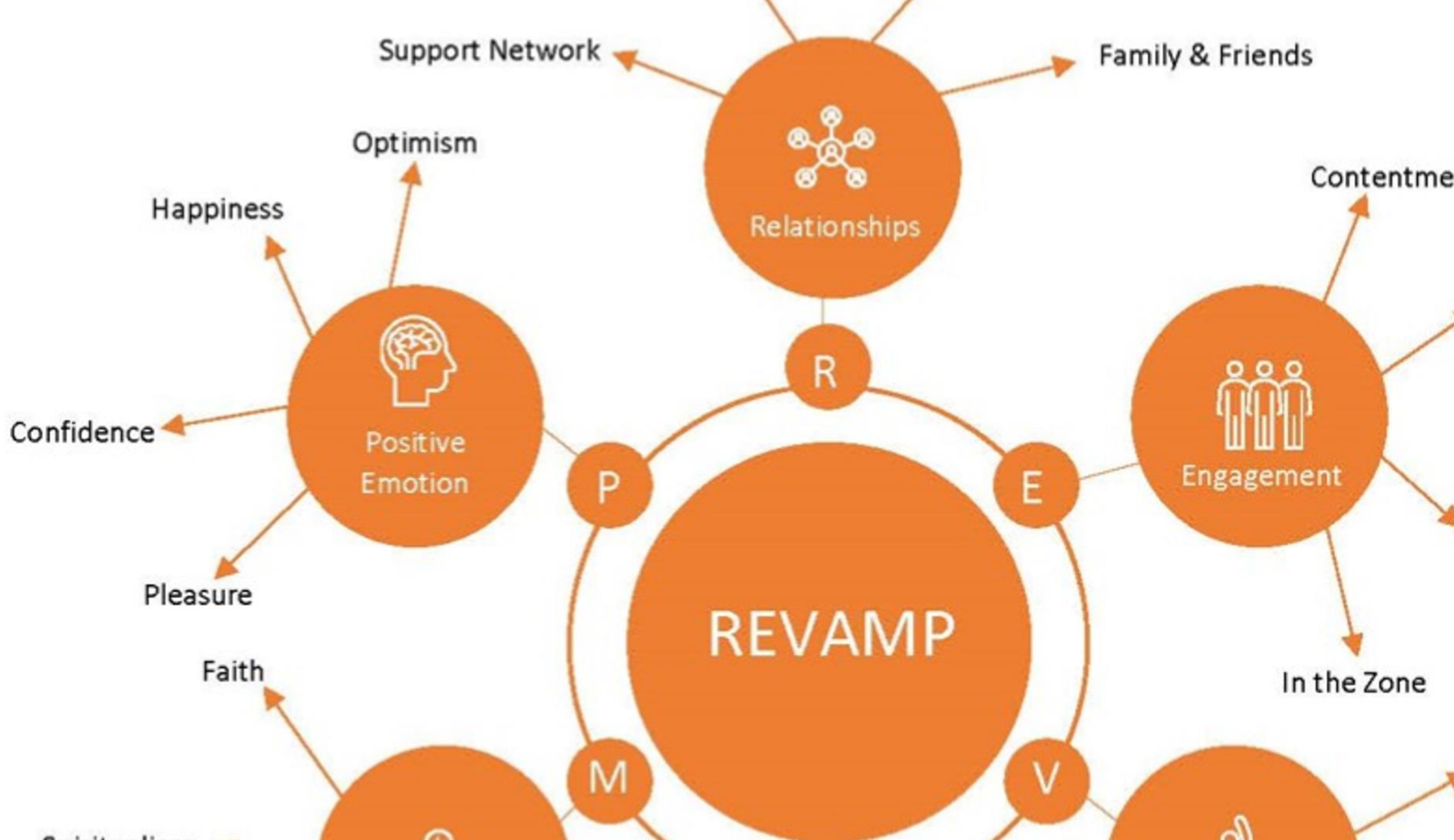
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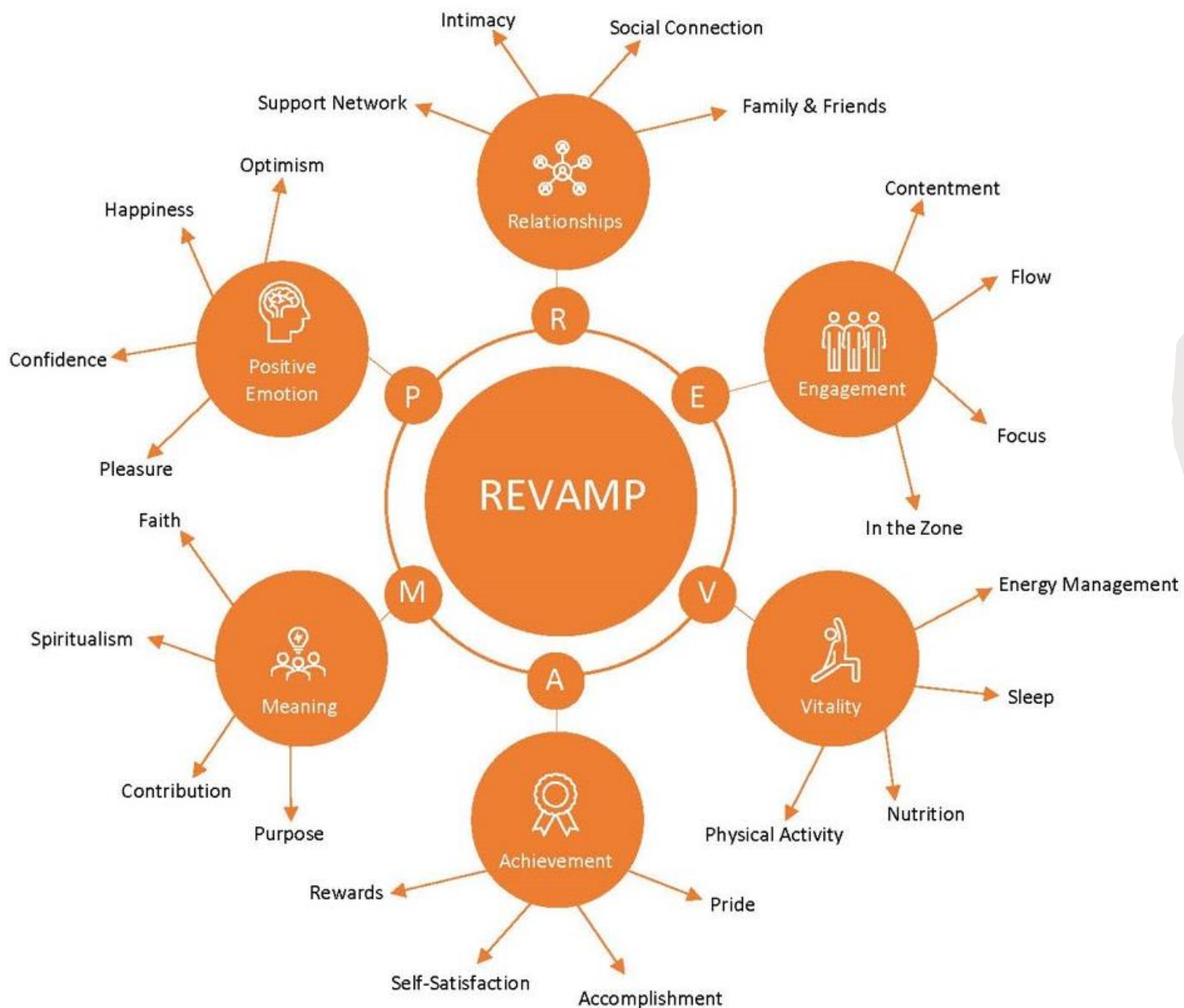
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REVAMP-ing YOUR WORK/LIFE BALANCE



REVAMP

Relationships

Engagement

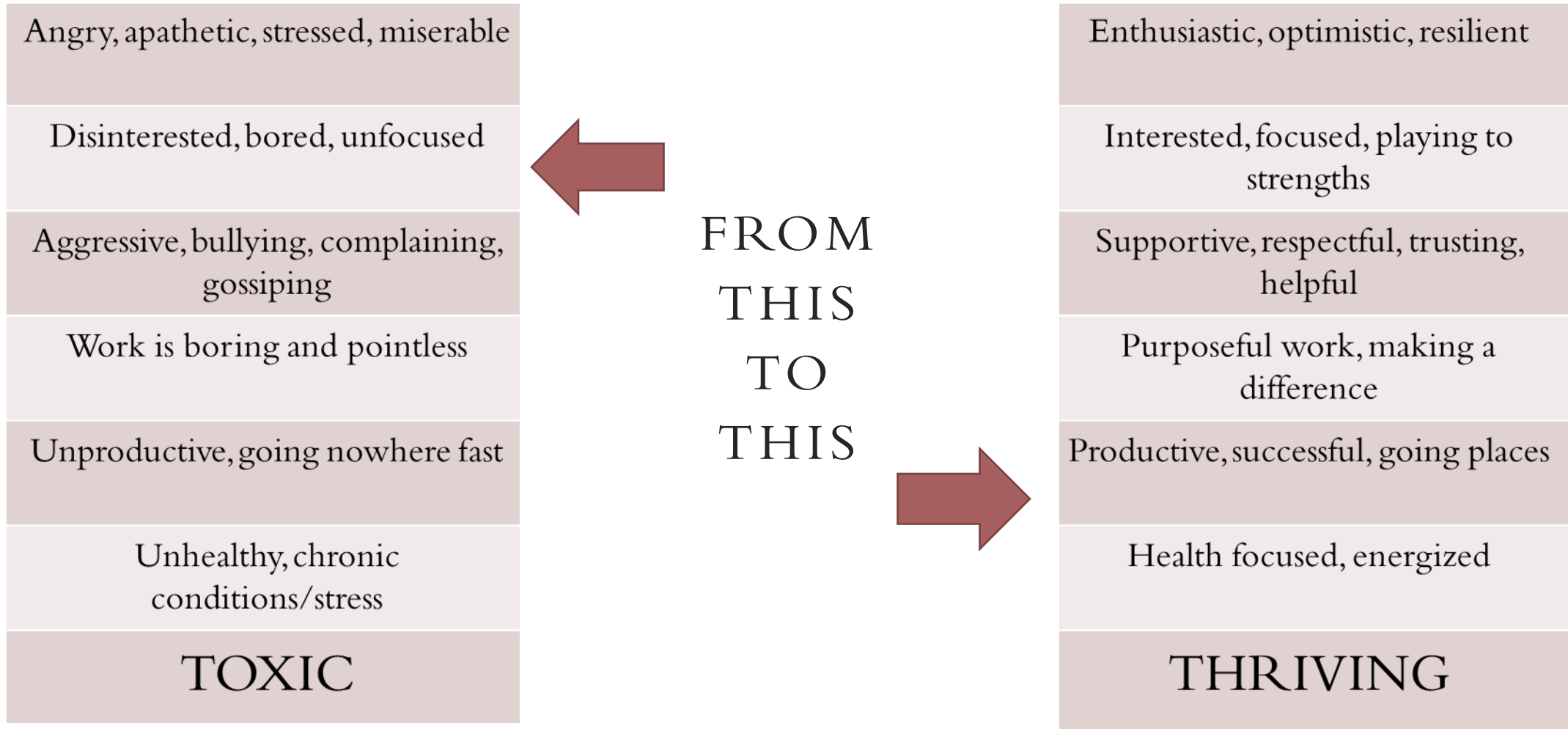
Vitality

Achievement

Meaning

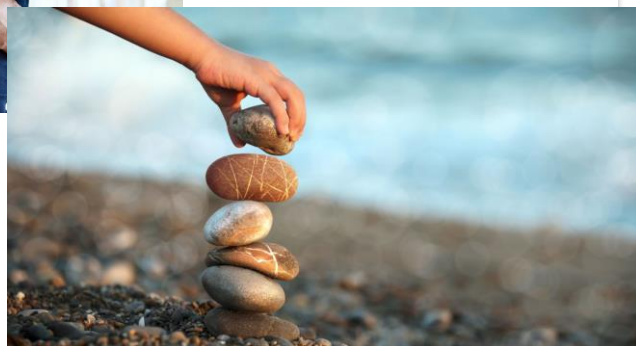
Positive Emotion

REVAMP - i n g M O V E S Y O U



MY WISHES FOR YOU

Find your purpose and use it to find something that inspires and challenges you so that you live a life filled with joy, love and laughter.





THANK YOU FOR BEING HERE

Abby DiPasquale, MPH, MCHES

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