

ALLONE HEALTH FAMILY OF EAPS

10 TIPS FOR COPING WITH BURNOUT

It may not be just one tip that helps you recover from burnout, but I invite you to choose just one to think about incorporating into your life. And please don't hesitate to call us here at your EAP. We would love to partner with you in taking that first step!

DEFINITION OF BURN-OUT

“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
- reduced professional efficacy

10 TIPS TO BUILD RESILIENCE IN THE FACE OF BURNOUT

DEVELOP SELF-AWARENESS:

Knowing yourself means having the ability to understand your feelings, having an accurate self-assessment of your own strengths and weaknesses, and showing self-confidence.

1. Do a 'U-turn': A “U-turn” is a gentle, non-judgmental turn inward, to our body, our thoughts, our feelings in order to begin to address what might be in our control. It is turning away from the external environment and what we wish were different, and inward in order to better cope.

PRACTICE EMOTIONAL REGULATION:

Emotion regulation is the ability to enhance or decrease one's emotions as needed.

2. Stop, find, and label our feelings: Being able to identify what we are feeling gives us a better perspective about our emotional lives.

3. Body Scan: key into the physical sensations that clue us in to the emotional experience we are having.

4. Express the feeling: Expression can be in the form of journaling, creating art or music, or simply expressing it to ourselves or to another person.

5. Practice using “I” statements which involves both identifying what you are feeling, and expressing it appropriately (even if it is inside your head!): practice noticing your feelings and then using an “I” statement such as, “I am feeling frustrated.”

6. Get Perspective: When feeling upset, take a step back and ask yourself, on an emotional scale of 1-10 (with 10 being highly emotional) should I be feeling an 8 or 9 over this incident that is more of a “3” situation?

7. Speak about your feeling as opposed to from it: When we speak from an emotion, our message often gets lost, for example, “I hate when you always do that!” But when we speak about our feeling, our tone and words are often more calm and accurate, for example, “I feel frustrated that you did that. Can we talk about that?”

GET ANXIETY UNDER CONTROL:

Anxiety tends to pull us from the here and now and into the past or the future. We often get pulled into the past wishing we, or something else would have happened in a different way. Or, we get pulled into the future with questions of “What if...” which often leads to worst case scenarios. In order to combat anxiety, try the next 3 tips:

8. Practice Mindfulness. Mindfulness is defined as a mental state achieved by focusing one's awareness on the present moment, while calmly acknowledging and accepting one's feelings, thoughts, and bodily sensations.

9. Develop boundaries. I often use the analogy of a white picket fence that surrounds our bodies to represent emotional boundaries. Having that fence is important for two main reasons: it creates a personal space which is all ours to keep beautiful, with calm, positive, and reassuring thoughts. And, the fence keeps other people's negative statements, emotions, or behaviors outside of that space. Better boundaries allow for better internal balance.

10. Focus on Gratitude. Slow down, take a breath in and out, and notice what in your life are you grateful is in your life.

BONUS TIP!

Develop a “purpose and meaning” mindset where the belief that one's life has meaning is associated and positively linked to just about every aspect of our lives by using the 3 Question Exercise:

“What do I care about?”

Try taking a minute every morning to reset your purpose by focusing on what it is that you care about. This question asks you to take a moment to reflect on how your job provides meaning to your life. As we have done throughout this presentation, it is an invitation to turn inward to focus on your mindset rather than the external world which we can't always control.

“What did I like to do as an 8 year old?”

I often hear people talk about an activity that they did as a kid that made them feel free, happy, or lost in time that they no longer do! Reconnecting with a part of yourself that makes you feel like you in some connected way can be a game changer for finding passion and play in your life.

“How would co-workers describe you?”

Living a purposeful life means others can see it. Think about what value you would wish to put into that question, If I want to be seen as ambitious, spiritual, honest, family-oriented, successful, etc..., what do you do each day that demonstrates that?

Resources:

Emotional Intelligence: Why It Can Matter More Than IQ by Daniel Goleman www.mayoclinic.org

Hope and Help for Your Nerves by Dr. Claire Weekes

When to Say Yes, How to Say No To Take Control of Your Life by Henry Cloud, John Townsend

Let Your Life Speak by Parker Palmer

