

Prevent and Recover From Burnout



Friendly Reminders

While waiting for others to join us...

- ✓ Mics on mute to minimise distractions
- ✓ Ask questions and engage throughout
- ✓ Enjoy!

About Me



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Burnout

What is burnout?

Symptoms and Causes

Personal and Professional impact

Preventative Measures and Recovery

Taking Positive Action



Prevent and recover from burnout

What Is Burnout

Hazardous phenomenon resulting from unmanaged chronic occupational stress.

In increasingly busy, high-pressure working environments, employees often become the shock absorbers, taking organizational strain and working longer, more frantic hours

The long-term impact is burnout.

Identified by “lower psychological and physical wellbeing, as well as dissatisfaction, and employee turnover”

(Kolomitra et al., 2019).



In 2022 46% felt
burnt out at work

Deloitte 2022

STRESS

VS. BURNOUT

✓ Characterized by over-engagement

Characterized by disengagement ✓

✓ Results in a loss of energy

Results in a loss of motivation ✓

✓ Primarily takes a physical toll

Primarily takes an emotional toll ✓



Burnout is the accumulation of unchecked stress over long periods . You can have stress without burnout, but you cannot have burnout without stress

Signs and Symptoms

Physical

Exhausted

Headaches/Aching body

Weight changes

Slower than usual recovery from illness

Cardiovascular - racing heart

Gastric upset

High Blood Pressure

Self Medicating

Excessive Alcohol use/Other substance use

Gambling

Risky behaviours



23% more likely to end up in A&E

Emotional

Cynicism - paranoid -pessimistic -lack hope and optimism

Decreased motivation - low mood

Detachment - withdrawal, world closing in, feel numb,
cut off from reality

Reactive - irritable, angry

Feeling ineffective - Cannot meet unrealistic demands

“Im not good enough”

More vulnerable to Lower psychological well being -

Anxiety/Depression/Dissatisfaction

Confidence in capability drops 3x more likely to leave job

Relationships

Depleted/Overwhelmed

Excessive prolonged worry



Mental

Cannot think clearly

Indecisiveness

Negative thoughts

Sleep disturbance



How Burnout May Look

Arriving late to work

Absenteeism

Lack goals aspirations or commitment

Relationship difficulties - conflict

Making careless mistakes

Missing deadlines

Overspending

Destructive behaviours



Organisational Impact

63% likely to take sick days

Productivity/Effectiveness

Low team morale

Missed deadlines

Mistakes

Positions not filled

Resignations

Absenteeism

Bottom line affected

Organisation's reputation/brand



Causes

Always push for more culture

Unrealistic societal images of success

Perfectionism/Comparison

Guilt taking leave - what will I come back to

Nobody else to step in

Job security/Fear of saying no/May not get promotion

Someone else will take my job

People pleasing

Isolation/Highly social

Feed off the adrenaline and energy

Startups who doesn't have extra finances/resources

Ignoring signs/symptoms

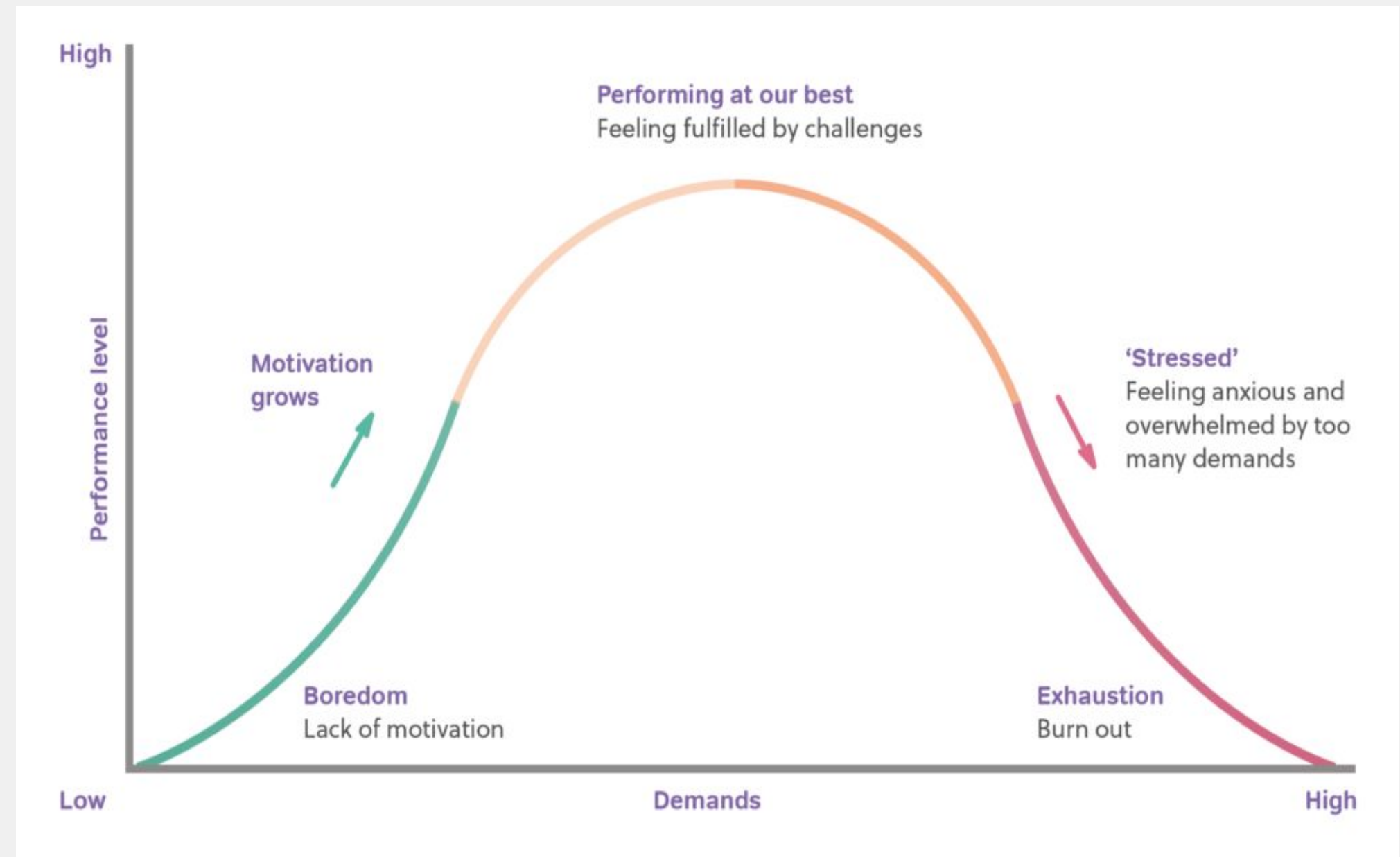
Don't have skills to manage stress



Not sustainable and these are making us sick

Causes

- Unrealistic workload/deadlines/time pressure
- Position mismatch (values/strengths)
- Lack support/Feel unappreciated/unfair treatment
- Ineffective management/leadership to support staff



Unhelpful Beliefs

It's just the way it is these days, it's normal

Self care is selfish

I won't get anywhere unless I work harder than everyone else

Working longer hours shows more commitment

Seeking help is a sign of weakness

Great leaders can't show emotion

As manager I should have all the answers



Let's Aim For What We Wish To Achieve

Bring best self to work

Bring best self home



What Can I Do?

Know and live your values

Understand your motivators/what drives you/your values

Establish and action your needs/wants/wishes

Conduct an energy audit

Be assertive in getting your needs met

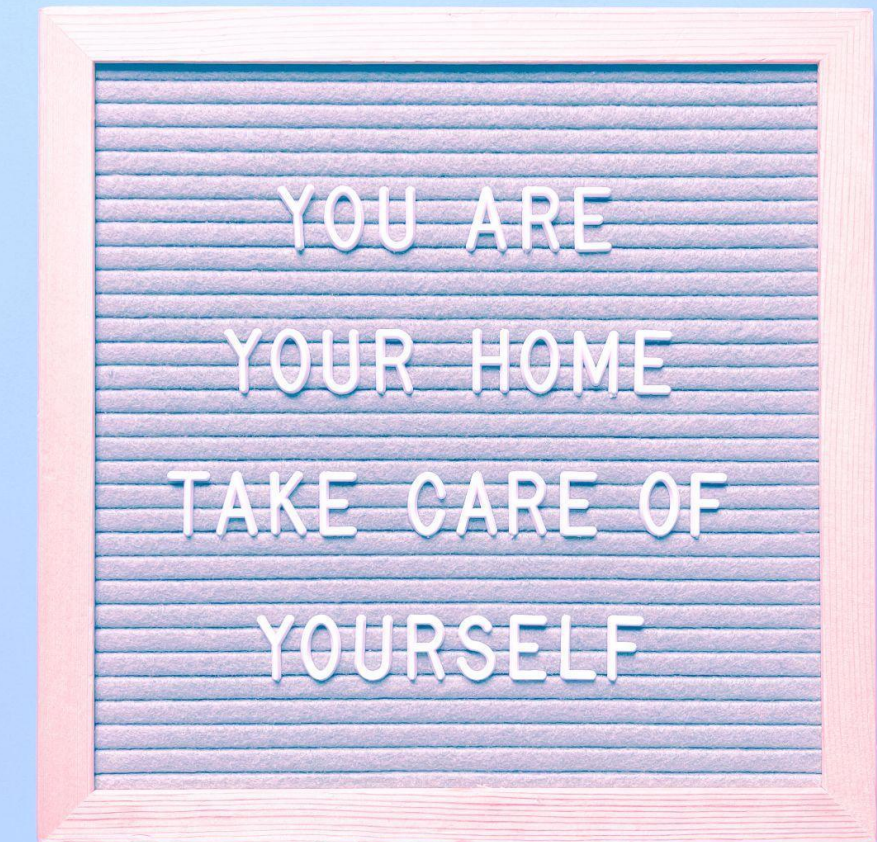
developing and maintaining healthy boundaries (non negotiable)

- work/home - time - energy - habits

Focus on what you can control and change

Foundations sleep nutrition exercise connection

Don't compare yourself to anyone else - listen to inner voice



How?

Schedule me time

Question what keep you awake at night

Know your stress triggers and use techniques

Monitor self talk - name it - challenge it

Ensure alignment with your profession/organisation

Set realistic, meaningful smart personal and professional goals

Prioritise tasks - time management

Use stress management tools

Use resources, ask for support



What Can Organisations Do?

Whole organisation wellbeing buy in

Policies and actions to support

Understand and utilise team strengths

Beware micromanaging

Frequent check ins, remote, in person

open non judgemental confidential empathetic conversations

Don't wait to be asked for help

Build community

Clear realistic expectations

Adequate resources to support meet expectations and demands

Monitor/adjust workload of team members

Monitor/Assess departures and absenteeism



Balance demanding high priority tasks with less demanding lower priority tasks

Allow time in between projects

Positions not being filled? Ask why.

Recognition

Increase autonomy

Encourage culture that supports diversity, equity and inclusion

Boundaries to support health of team

Ensure culture where employees take breaks

Offer incentives/motivations plus time to fulfill

Continual training - mental health - stress management

- time management etc

Align values, vision, mission to actions

Promote EAP

Assess needs of workforce - flexibility - job crafting

The Eisenhower Decision Matrix



Recovery

Recognise and acknowledge

Identify root cause

Take time away

Rest – Recover – Restore

Reevaluate needs/wants/boundaries

Reset- make positive changes

Avail professional support

Utilise personal resources



What one small step
will you take to better support
yourself today?

How will you do that?

How will that make your life better?

What one small step
will you take to better support
your team today?

How will you do that?

How will that make their lives better?



Questions and Reflection

I hope you enjoyed our free membership session.

Email ruth@dcmlearning.ie

if you would like to become a DCM member!



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