Overcoming Burnout
Objectives

• Definition of burnout
• Recognize how burned out you are
• How to recognize burnout in others
• Consequences of burnout
• Basic Self-Care
• Strategies to overcome burnout
• Strategies to help others overcome burnout
## Definition

### What burnout is

- Depletion of energy for tasks at hand
- Inability to find inner strength
- Cannot recover without an action plan to correct

### What burnout is not

- Regular exhaustion – physical or mental
- Recover in a day or two – ability to feel recharged on your own
- Something a good night’s sleep can fix
The Facts

- Burnout is: emotional, physical and mental exhaustion caused by either excessive, prolonged, or a certain type of stress
  - Long term exhaustion
  - When problems seem insurmountable
  - No energy at work or home
  - A feeling of being overwhelmed
Burnout Scale

- Cranky
- Tired
- Exhausted
- Depleted
- Burned Out
What are the Causes?

- Lifestyle choices
- Lack of control
- Unclear or unrealistic expectations
- Job or workplace issues and concerns
- Individual personality characteristics
Recognize How Burned Out You Are

• How hard is it to get up in the AM?
• How much do you enjoy your job on a scale of 1-10?
• How often do you feel excited at work? 1-10
• Do you have 1 year, 3 year and 5 year plans?
• Do you still have dreams hopes and aspirations for your job and career?

• First step is awareness!!
Recognizing Burnout in Others

• Simply ask these same questions of your loved ones or co-worker or see if you observe these behaviors in them.

• It is important not to ignore burnout in others because it is contagious.
  • What happens when someone you work with is ALWAYS negative – and drags everyone down?
  • What happens when that spills over at home?
Consequences of Burnout

- Sickness
- Lower productivity
- Damaged relationships
- Stalled careers
- Unfulfilled dreams
Basic Self-Care

You need to take care of your body to get through the day

• Sleep – 7-8 hours seven night a week 80% of the time.

• Nutrition – overall healthy – everything in moderation, beware of eating as coping mechanism

• Exercise - 30 minutes as many days as you can – or 3 smaller 10 minute bursts of exercise. Move, move, move
Strategies to Overcome Burnout

If you are truly burned out – first find a mentor, coach, counselor who is going to encourage you.

• You must set new specific goals for yourself to strive for
• Challenge yourself
• Pace yourself
• Make it hard – harder than you think you can stand
• Welcome change! Shake it up: change your commute, what you wear, where you eat lunch.. We do need to change up the scenery from time to time!
• Work on organization and use a calendar
• Plan something to look forward to
Other Strategies

Encourage others to live a healthy lifestyle

• Support trial and errors on their part, as long as they are trying
• “Manipulate” changes
• Push others to go out of your comfort zone
• Have the person concentrate on their work and what they can control
• Acknowledge that you understand the burn out and why they feel that way while encouraging them to set goals
Reversing Burnout Techniques

- Relaxation
- Take breaks
- Go for a walk
- Guided imagery
- Reframing the experience
- Connect with the peers that will push you to be more positive

- Expect life to be tough from time to time and know “this too shall pass”
- Manage expectations
- Focus on the positives in your life
- Burnout is reversible and by gaining work/life balance both spheres will benefit
- Lower your stress
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