

ej4



Understanding Stress and Burnout



Understanding Stress and Burnout

Course description

Have you ever had one of those days? Where nothing seems to go your way. It's like you're always stuck in second gear. When it hasn't been your day, your week, your month, or even your year? Well it could be more than just stress. You could be crossing over into burnout. What's the difference? Stress is stress, right? No. Burnout is something different. That's what we'll cover in this program: the difference between stress and burnout, what their causes are, and how to minimize stress and prevent burnout before it starts. We'll take you through some stress management techniques, and ways to reverse burnout.

Job stress

- "The harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker."
- It looks like "too much."
- It's an overabundance of work and the feeling that you have to get everything done.
- Even when you're producing, you're still left feeling like you're not doing enough.
- You can have job stress and not have job burnout.

Job burnout

- "A state of physical, emotional or mental exhaustion, combined with doubts about your competence and the value of your work."
- You cannot have burnout without first experiencing job stress.
- With burnout, you've been exposed to so much stress for so long that you have nothing left.
- You may feel:
 - Empty
 - Unmotivated
 - Uncaring
 - Hopeless
- Burnout brings a numbing effect, where you feel nothing.

Understanding Stress and Burnout

Burnout causes

- Work-related issues:
 - Lack of control
 - Unclear job expectations
 - Dysfunctional workplace dynamics
 - Mismatch in values
 - Job fit
 - Work-life balance
- Lifestyle issues:
 - Family or Marital problems
 - Preexisting conditions:
 - Alcoholism
 - Drug dependency
 - Anxiety
 - Depression
 - Lack of healthy diet and exercise
 - Not getting enough sleep
- Personality traits:
 - Perfectionist tendencies
 - Negative view of self or world
 - High achieving personality (Type A)

Determine the cause

- Ask yourself, "Why is this happening?"
- Keep a journal or diary.
- Compare how you used to feel, think, and act to how you are now.
- What's changed?
- Once you've identified the problem, determine if it's:
 - A work-related issue
 - A lifestyle issue
 - A personality trait

Understanding Stress and Burnout

Addressing the cause

- Work-related issues:
 - Bring it up to your supervisor.
 - If your supervisor is the problem, talk to another supervisor or someone in the Human Resources department.
- Lifestyle issues:
 - Keep your supervisor in the loop.
 - They might be able to direct you to additional resources like your Employee Assistance Program.

Stress management techniques

- Positive thinking
- Meditation/deep breathing
- Goal setting
- Take a vacation or days off
- Healthy diet and exercise
- Reconnect with your non-work life

Job stress severity

- You may need additional techniques or help from a qualified medical professional.
- You cannot expect to go back to “normal” overnight.

Application Questions

1

What are the major stressors for you at your work?

2

How would you rate your stress levels?

Unstressed?

Moderately stressed?

Nearing burnout?

Completely burnt out?

Application Questions

3

What's the cause for your stress? Work-related? Lifestyle? Personality traits?

4

What are some practical things that you can do to de-stress?