

# Burnout or Just High Levels of Stress: How to Navigate the Game of Whack a Mole in Your Personal and Professional Life

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CLINICAL DIRECTOR



# Top 10 Funny Self Care Activities

10. Say Hello to yourself in the mirror first thing in the morning
9. Ask your best friend to take PTO with you
8. Have a pillow fight with your partner
7. Give your indoor plants a name
6. Have a solo dance party
5. Watch your favorite movie wearing a funny onesie
4. Make a blanket fort in the living room
3. Make a list of things that make you laugh
2. Create a sign that displays your me-time hours
1. Think of silly things that you are grateful for



Self- Care must be proactive not reactive. Many people have been practicing after care, rather than self-care.



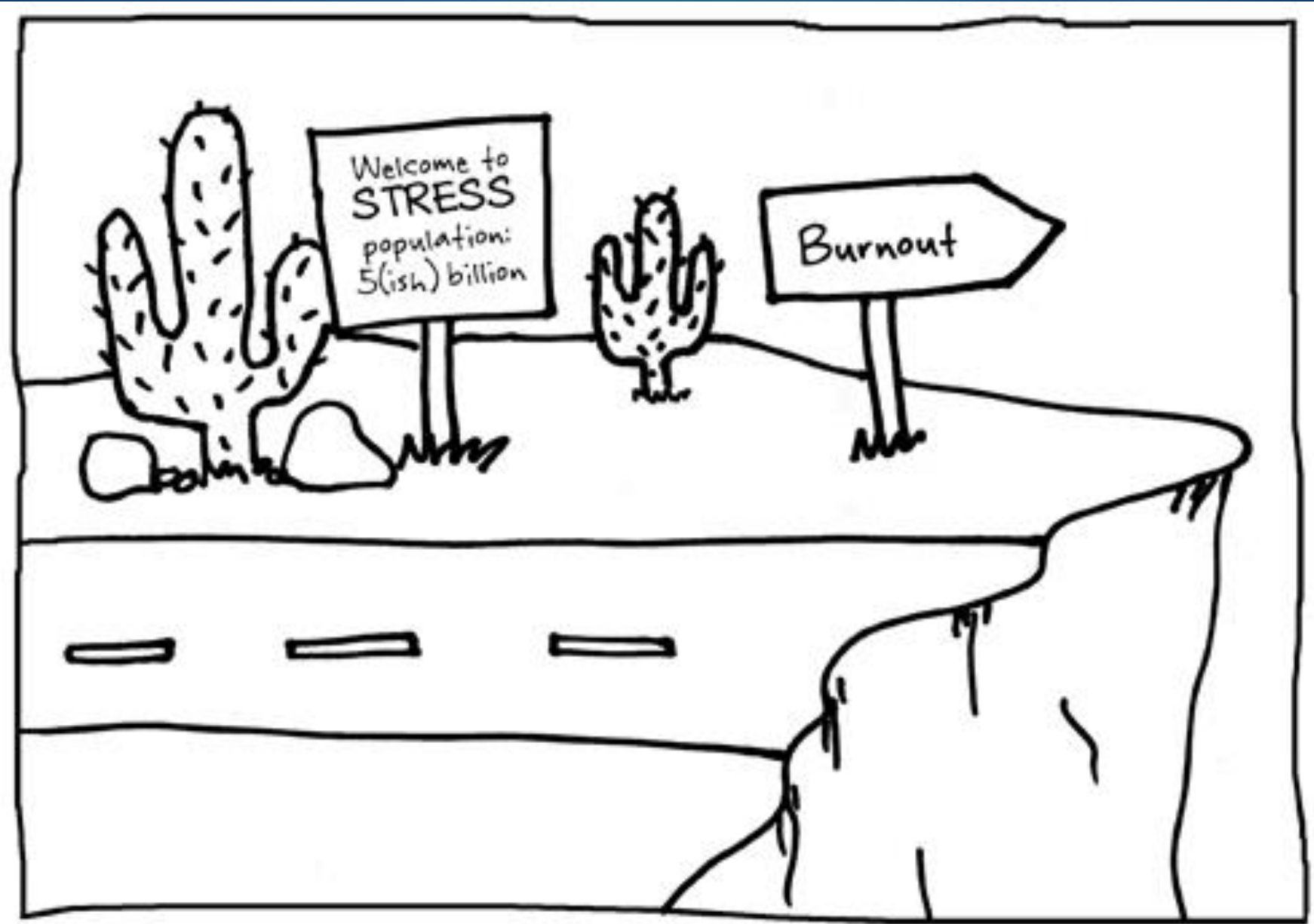
# Progression of Burnout When People Do Not Engage in Self-Care

Compassion

Empathy

Vicarious/Secondary  
Trauma

Compassion  
Fatigue



# Burnout

- ▶ A state of Emotional and physical and mental exhaustion caused by excessive and prolonged stress.
- ▶ Emotionally drained
- ▶ Feeling overwhelmed and unable to meet constant demand
- ▶ Any one feel stress/overwhelm
- ▶ Stress Response- is deeply rooted in the nervous system
- ▶ Parasympathetic- Rest and Digest
- ▶ Sympathetic- Stress
- ▶ Dorsal Vagal- Overwhelm

# Symptoms of Un-Discharged Traumatic Stress



# Recognizing Burnout

- ▶ Key distinction is feeling helpless and hopeless about your situation.
- ▶ Saving People
- ▶ Exhausted and emotions are blunted



# Red Flags of Burnout

- ▶ Exhaustion
- ▶ Dreading Work
- ▶ Frequent Illnesses that are slow to heal
- ▶ Lack of Life Balance
- ▶ Isolation
- ▶ Trouble Sleeping
- ▶ Depression
- ▶ Irritability
- ▶ Performance Anxiety and Detachment
- ▶ Low Mood
- ▶ No Focus
- ▶ No Creativity
- ▶ Lack of Balance

# Symptoms

## Physical

- ▶ Tired and drained most of the time
- ▶ Frequent Headaches
- ▶ Muscle Pain
- ▶ Change in Sleep
- ▶ Change in Appetite

## Emotional

- ▶ Sense of failure and self doubt (not a productive failure)
- ▶ Loss of motivation
- ▶ Feeling of being Trapped or defeated
- ▶ Cynical outlook
- ▶ Detachment/Alone in the world

# Behavioral

- ▶ Withdrawal from responsibility
- ▶ Using drugs/alcohol or food
- ▶ Escaping with social media/gamming/TV

## Some of the physical signs of stress are:

- Heart problems
- Anxiety
- Headaches
- Allergies
- Arthritis
- Eating problems
- Infections
- High blood pressure
- Immune system problems
- Nervous tics
- Rapid heart beat
- Backaches
- Cancer
- Stroke
- Ulcers
- Sleep disorders
- Addiction
- Depression
- Burnout
- Poor self esteem
- Colds/flu
- Bowel problems
- Hives
- Jaw pain





*“An empty  
lantern provides  
no light. Self-  
care is the fuel  
that allows your  
light to shine  
brightly.”*



# Symptoms of Un-Discharged Traumatic Stress



- ▶ To go from Sympathetic to Parasympathetic you need to **feel supported**.
- ▶ If you do not feel support in a high stress state, then you will become overwhelmed and spend time in the dorsal vagal response.
- ▶ To go from a dorsal vagal response of overwhelm to a parasympathetic response, you have to go back up to the stress response. In order to get to the stress response from overwhelm, you need three things:
  - ▶ **1. Time**
  - ▶ **2. Rest**
  - ▶ **3. Rejuvenation**
- ▶ When you get back to the stress response, you will need to **feel support** to get back to the parasympathetic response. If you do not, you will go back to the dorsal vagal response and over-whelm.
- ▶ People who experience burn-out oscillate here- between stress and overwhelm.

**HAVE YOU EVER LAUGHED AT  
SOMETHING SO WRONG**

@OfficialCopHumor



**AND THOUGHT, "WHAT THE HELL  
HAS THIS JOB DONE TO ME?"**



# Self-Compassion



- Self-compassion doesn't always come easy, but when we frequently practice extending it to ourselves, we acknowledge our common humanity. Trusting and secure relationships are built around compassion, not perfection.
- And remember, showing up for ourselves is showing up for our students.
- Treating self with care and understanding rather than harsh judgement
- Actively soothing, comforting, supporting and protecting oneself in times of struggle (same you would to a close friend)
- Desire to alleviate suffering (any pain or discomfort- large or small) Not always touchy feely, sometimes boundaries

# Showing Up

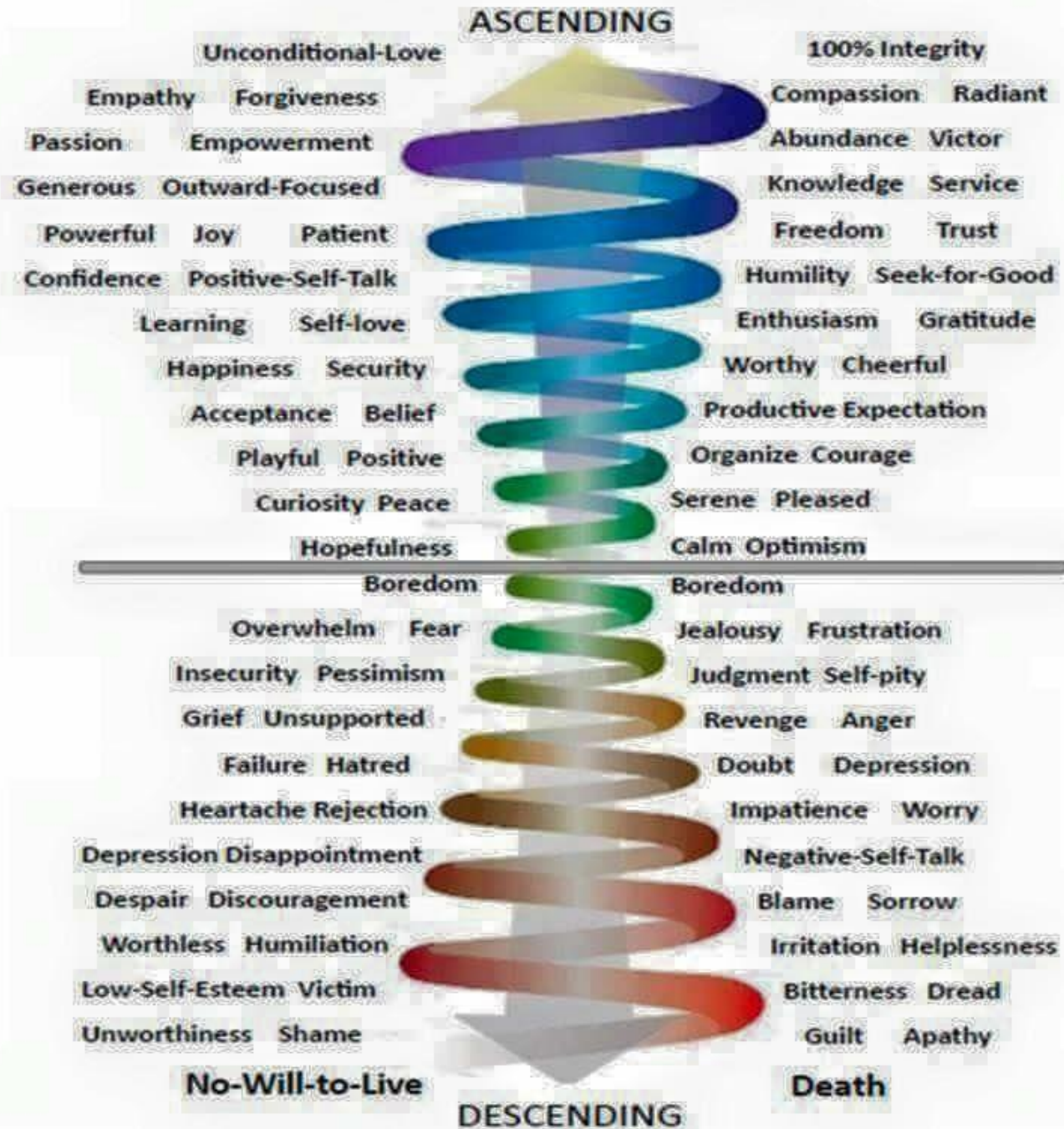
- ▶ Supporting clients by Showing Up For Yourself
- ▶ Had days where you felt if one more thing went wrong, you would be pushed over the edge?
- ▶ Stressors of a global pandemic and all the polarity messages we have received from media/social media on the daily?
- ▶ Recognize your super heroness



# Understanding Self-Regulation

- Ability to manage emotions, impulses and behavior
- Suggests flexibility and adaptability
- Dependent on environmental and contextual supports
  - Biology, Genetics, & Temperament
  - Self-regulation skills that develop over time
  - Motivation to self-regulate
  - Caregiver support by modeling, teaching, and coaching
  - Environmental context

# EMOTIONAL SPIRAL



| Burnout   | Vicarious Trauma, Compassion Fatigue  | Secondary Trauma, Indirect Trauma  |
|---|---|--|
| Cumulative, usually over long period of time  | Cumulative with symptoms that are unique to each service provider                           | Immediate and mirrors client/patient trauma                                    |
| Predictable   | Less predictable  | Less predictable   |
| Work dissatisfaction  | Life dissatisfaction  | Life dissatisfaction   |
| Evident in work environment   | Permeates work and home   | Permeates work and home  |
| Related to work environment conditions  | Related to empathic relationship with <u>multiple</u> client's/patient's trauma experiences | Related to empathic relationship with one client's/patient's trauma experience |
| Can lead to health problems   | Can lead to health problems   | Can lead to health problems  |
| Feel under pressure   | Feel out of control   | Feel out of control  |
| Lack of motivation and/or energy  | Symptoms of post-traumatic stress disorder  | Symptoms of post-traumatic stress disorder similar to client/patient           |
| No evidence of triggers   | May have triggers that are unique to practitioner   | Often have triggers that are similar to the client's/patient's triggers        |
| Remedy is time away from work (vacation, stress leave) to recharge or positive change in work environment (this might mean a new job) | Remedy is treatment of self, similar to trauma treatment                                    | Remedy is treatment of self, similar to trauma treatment                       |

# Balance



# SELF-CARE FOR SOCIAL WORKERS

- 1) Follow a balanced diet
- 2) Exercise regularly
- 3) Use mindfulness techniques
- 4) Scream into a Pillow
- 5) Try crying while eating cake over the sink

Organizations should play a critical role in preventing:

- Secondary Trauma
- Vicarious
- Burnout



# Creating a Culture of Wellness

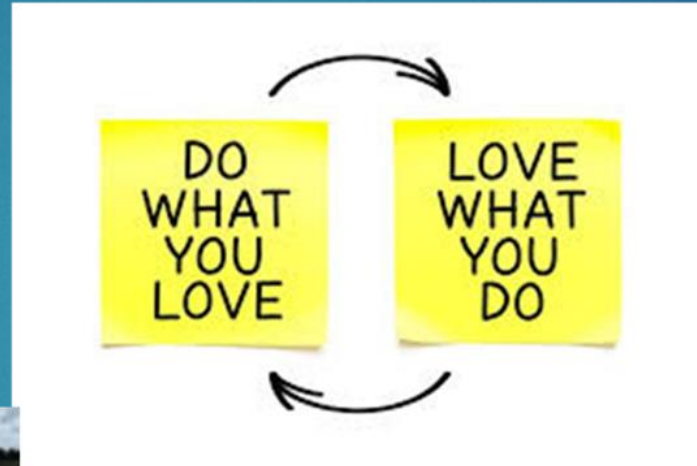
- Building Resiliency
- Developing Policies and Procedures
- Eliminate distress associated with work
- Provide Supervision
- Provide Debriefing
- Provide an atmosphere where healing can take place



# What is your WHY??

FIND  
YOUR  
PASSION

FOLLOW YOUR  
PASSION



WHAT'S  
YOUR  
WHY?

FINDING  
YOUR  
WHY

The text "FINDING YOUR WHY" is displayed in large, bold, multi-colored letters (orange, blue, yellow). To the left of the text is a stylized icon of a human head in profile, with gears inside, all enclosed within a magnifying glass.

**BE**  
THE **BEST**  
**VERSION**  
OF **YOU**

TheWriteOneBlog.com

# What Gives you Energy?





# IDEAS FOR SELF-CARE



# PHYSICAL

- EAT AND DRINK REGULARLY
- GOOD NUTRITION
- EXERCISE
- SLEEP WELL
- TAKE VACATIONS (VACATION TIME)
- GET REGULAR MEDICAL CARE

# EMOTIONAL

- INCREASE SELF-AWARENESS AND LABEL YOUR EMOTIONS
- FIND A HEALTHY OUTLET FOR YOUR EMOTIONS
- LISTEN TO YOUR THOUGHTS





## NORMALIZE SAYING THINGS LIKE:

Can we talk about this later after I have time to gather my thoughts?

I don't have the energy to respond to this right now.  
I will respond to your message when I feel recharged.

I need space right now and I will reach out when I feel ready.

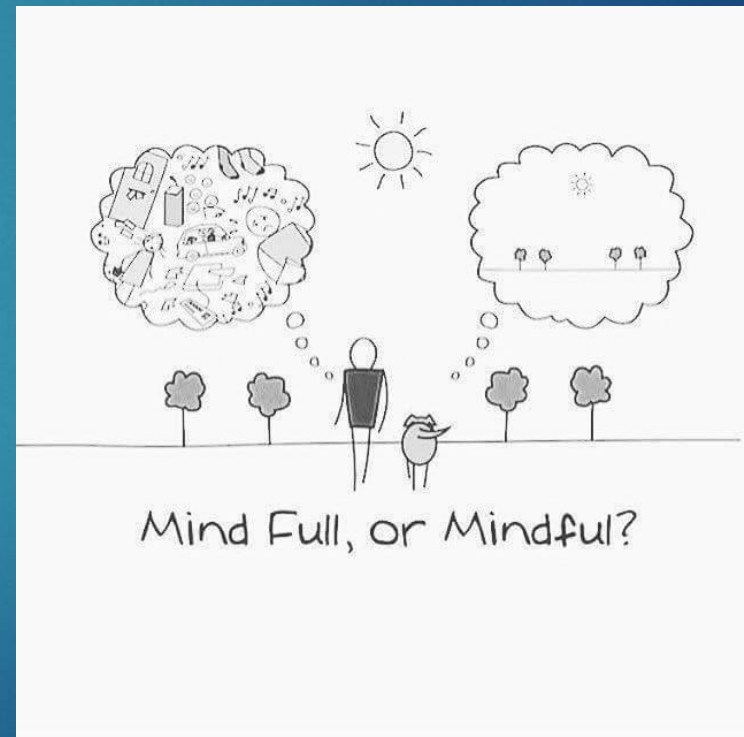
# PROFESSIONAL

- TAKE A BREAK DURING THE DAY
- HAVE LUNCH AWAY FROM YOUR DESK
- SEEK SUPERVISION AND CONSULATION
- SET LIMITS WITH CLIENTS
- SET LIMITS WITH COLLEAGUES
- SOLVE LITTLE PROBLEMS
- BE REALISTIC AND FLEXIBLE
- BE AWARE OF YOUR LIMITATIONS



# SPIRITUAL

- FIND MEANING IN THINGS
- PRAY/MEDITATE
- MINDFULNESS



# SOCIAL

- SPEND TIME WITH FAMILY AND FRIENDS
- STAY CONNECTED WITH OTHERS
- PARTICIPATE IN YOUR COMMUNITY
- BECOME PART OF A TEAM SPORT/ACTIVITY
- SEEK OUT POSITIVE PEOPLE
- LEARN TO ASK FOR HELP



# PSYCHOLOGICAL

- SEEK A BALANCED LIFE WITH WORK, FRIENDS, FAMILY, PLAY AND REST
- MAKE TIME FOR SELF REFLECTION
- ENGAGE IN RELAXING ACTIVITY
- ADOPT A POSITIVE ATTITUDE
- THERAPY WHEN NEEDED



healthy

# Self-Talk



THIS

NOT THAT

✓ Whoops. I made a mistake.

✗ I'm so dumb.

✓ I like me.

✗ No one likes me.

✓ I did something bad.

✗ I'm a bad person.

✓ This is really hard, but I'm going to keep trying.

✗ I give up. I'll never be able to do this.

✓ I haven't figured it out...yet.

✗ I never get anything right.

✓ I am enough. And worthy, too.

✗ I'm not good enough.

## Comparative Therapies 101

|   |  |   |
|---|--|---|
| <b>Freudian</b><br>Your mother makes<br>shit happen.  | <b>Behaviourism</b><br>Shit happens after the<br>bell sounds.                        | <b>Rational Emotive<br/>Therapy</b><br>Own your shit.           |
| <b>Cognitive Therapy</b><br>Think about your shit<br>rationally.                              | <b>Humanistic Therapy</b><br>Your shit is good.                                      | <b>Gestalt Therapy</b><br>Where is your shit in<br>this moment? |
| <b>Play Therapy</b><br>Play with your shit.   | <b>Solution-Focused<br/>Therapy</b><br>How do you want your<br>shit to be different? | <b>Narrative Therapy</b><br>Shit happens in your<br>own story.  |
| <b>Couples Therapy</b><br>You're shit.  | <b>Family Therapy</b><br>Someone has to be<br>responsible for this<br>shit.          | <b>Group Therapy</b><br>Share your shit.                        |
| <b>Harm Reduction<br/>Therapy</b><br>How can you make shit<br>less important in your<br>life? | <b>12 Step Therapy</b><br>Admit you are<br>powerless over shit.                      | <b>Brief Therapy</b><br>This shit better be over<br>soon.       |



Put on your own  
oxygen mask  
before helping  
those around you.



# MENTAL HEALTH *rituals*

@animamundiherbals



**SHAKE** the body.  
Shake your entire body powder fully. Shake off all the energy. Shaking activates the parasympathetic nervous system.



**BREATHE** deeply.  
Use breath as a tool to release energy. Tune into the spaces that feel constricted, breathe deeply + exhale.



**Inner SMILE** meditation.  
Close your eyes. Visualize + feel the smile of your inner organs. Allow it to blossom from the inside out.



**Tune into the HEART.**  
Place your hands over your heart. What is it saying? Is there a color, sound or vibration it's speaking? Visualize + drop in.



**WALK** it out.  
Before reacting or enabling a mental loop, go for a walk + tune into your surroundings. Don't succumb to overthinking; observe with curiosity.



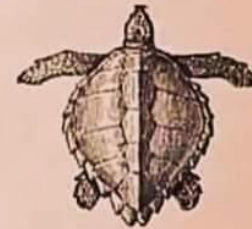
**SWEEP** the body.  
With your hands sweep the body energetically. Sweep the energy OUT to release. Sweep energy IN when setting intentions.



**GROUND** yourself.  
With your bare feet on the Earth, visualize roots growing deep. Breathe + synch with the Earth's beat. Surrender + let go.



**WRITE** to yourself.  
Keep a journal. Write about your feelings, thoughts, triggers, exp- experiences. This allows for reflection + understanding of patterns.



**WATER**  
Water can greatly shift energy. Jump into a body of water, cold shower, or 'baño floral'. Allow the water to heal + restore.

Make yourself a priority  
once in a while. It's not  
selfish. It's necessary.





Be gentle with  
each other today.

You have NO idea  
how much we all

• HURT.



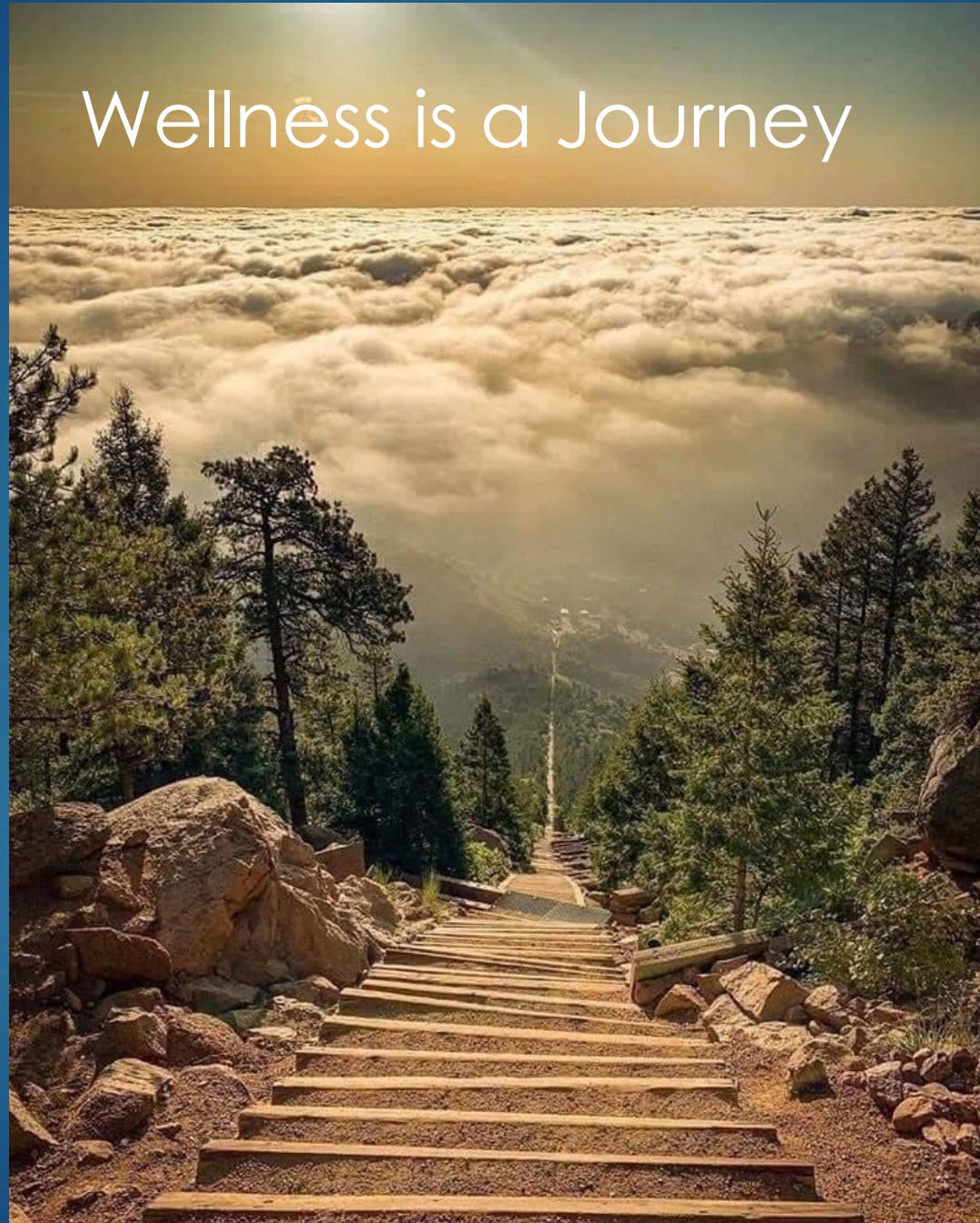
You have permission to rest.  
You are not responsible for fixing everything that is broken.  
You do not have to try and make everyone happy.  
For now, take time for you.  
It's time to replenish.

UNKNOWN



[www.facebook.com/TheRoadtoME](http://www.facebook.com/TheRoadtoME)

# Wellness is a Journey





THANK YOU!

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