BURNOUT & STRESS

Just in case 2021 is as bad as 2020
The three hallmarks of burnout are:

1. __________________________
2. __________________________
3. __________________________

Burnout is not just emotional.
It actually changes your __________________________.

The __________________________ Cortex is responsible for:

• __________________________ making
• Abstract _________________________
• __________________________ regulation

The __________________________is responsible for:

• __________________________ or flight response
• __________________________ memories
Burnout _________________________ the amygdala. This puts you into fight or flight mode more often.

Burnout _________________________ connections between the amygdala and the prefrontal cortex.

This makes it _________________________ for the prefrontal cortex to manage _________________________ emotions.

Burnout _________________________ the frontal cortex.

This makes it even HARDER to manage _________________________ emotions.

Remember the stress hormone _________________________ from the core training?

Chronic _________________________ releases a lot of cortisol.

Paradoxically, when cortisol levels have been too _________________________ for too _________________________, the body responds by producing abnormally low levels of cortisol (called _________________________).

This has all sorts of _________________________ effects on the body.
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Does burnout sound a lot like __________________________? It should.

People with burnout show similar
_________________________
_________________________ to people
with early life
_________________________.

One of the key ideas is that people with burnout have a harder time modulating strong
_________________________ emotions.

HOW TO PREVENT IT/FIX IT

There is all of the usual advice:
• __________________________
• Go on vacations
• __________________________ right
• Sleep more
• __________________________ more
• Hang out with friends and family
• __________________________ and mindfulness
  (we’ll come back to this one)

The problem with the usual advice is that it is designed to help an individual cope with a
_________________________ work environment.

It doesn’t make any effort to __________________________ the environment, which – according to the research – is key.
According to the research, there are six areas of your work life that either contribute to burnout or help guard against it.

1. __________________________  4. __________________________
2. __________________________  5. __________________________
3. __________________________  6. __________________________

The six areas are not equal. In fact, researchers built a complicated graphic to show exactly how the different factors interact with one another and with the three key traits of burnout (exhaustion, cynicism and efficacy).

Basically, what that says is that __________________________ is the starting place and __________________________ are especially effective at preventing burnout.
**Burnout-Proof Your Workplace**

**If You're a Manager**

**VALUES**

**STEP 1**
Write down how your organization changes the world

**STEP 2**
Remind people constantly of how their work changes the world
  - In meetings
  - 1-on-1
  - In emails

**CONTROL**

**STEP 1**
Meet with your staff 1-on-1 regularly

**STEP 2**
The magic phrase: "I trust you."

**STEP 3**
Praise effort regardless of outcome

**SUPPORTIVE COMMUNITY**

**IN GROUP MEETINGS**
"Happy stuff"
"Happy notes"

**IN 1-ON-1**
"Weekly Praise"

**IN EMAIL**
"Monthly Praise"
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BURNOUT-PROOF YOUR WORKPLACE

IF YOU ARE A MANAGER
BURNOUT-PROOF YOUR WORKPLACE

IF YOU'RE NOT A MANAGER

VALUES

STEP 1
Write down your “why”

STEP 2
Put a physical reminder of your values at work

STEP 3
On good days, keep a note or memento of the difference you made

STEP 4
On bad days, remind yourself that bad days are your gift to a hurting world

CONTROL

STEP 1
Ask to meet with your manager regularly

STEP 2
Option 1: Don’t always ask permission (but then rock it)
Option 2: Trial with “stop limit”

STEP 3
Admit mistakes immediately

STEP 4
Publicly give your boss some credit

SUPPORTIVE COMMUNITY

IN GROUP MEETINGS
Praise good work

IN 1-ON-1
Thank your supervisor

IN EMAIL
Send "Praise emails"

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SCIENCE-BASED STRESS REDUCTION TECHNIQUE

DIAPHRAGMATIC (BELLY) BREATHING
START WITH 5 MINUTES, WORKING YOUR WAY UP TO 20 MINUTES.

**STEP 1** 4 SECONDS
Breathe in through your nose using your diaphragm. Your stomach should move, but not your chest or shoulders.

**STEP 2** 2 SECONDS
PAUSE

**STEP 3** 6 SECONDS
Breathe out through your mouth using your diaphragm (if you are alone you can purse your lips like you are blowing out a candle)

IT WORKS BECAUSE IT ACTIVATES YOUR PARASYMPATHETIC NERVOUS SYSTEM

SYMPATHETIC NERVOUS SYSTEM
ACTIVATES WHEN YOU GET STRESSED
- Releases adrenaline and cortisol
- Increases heart rate, blood pressure and breathing
GAS PEDAL FOR ANXIETY

PARASYMPATHETIC NERVOUS SYSTEM
CALMS YOU DOWN AFTER STRESS
- Dampens the Sympathetic Nervous System
- Slows heart rate
- Reduces cortisol
BRAKE PEDAL FOR ANXIETY
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SCIENCE BASED STRESS MANAGEMENT
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Sources


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Savic, Ivanka. "Structural Changes of the Brain in Relation to Occupational Stress." Cerebral Cortex, vol. 25, no. 6, June 2015, pp. 1554-64.


