



Burnout prevention

How to be present – (re-framing and re-directing)

Self-reflecting Coping techniques

Burn out syndrome definition



Burnout is caused by the fact that the body is in a constant state of readiness and there are not or are not enough recovery periods. its reserves are running low! Burnout: Physical, mental and emotional exhaustion!

- **Effecting three main areas:**
- **Emotional exhaustion:** In connection to being stuck in indifference to human problems. a feeling of loss of competence to deal with social situations
- **Depersonalization:** treating people as objects
- **underperformance:** negative self-esteem, feeling lack of competence

Stress

- Stress involves ***too much***:
- too many pressures that demand too much of you physically and mentally.
- Stressed people can still imagine that if they can just get everything under control, they'll feel better.

Burnout

- Burnout is about **not enough**:
- Feeling empty and mentally exhausted, devoid of motivation, and beyond caring.
- People experiencing burnout often don't see any hope of positive change in their situations.

If excessive stress feels like you're drowning in responsibilities,
burnout is a sense of being all dried up.

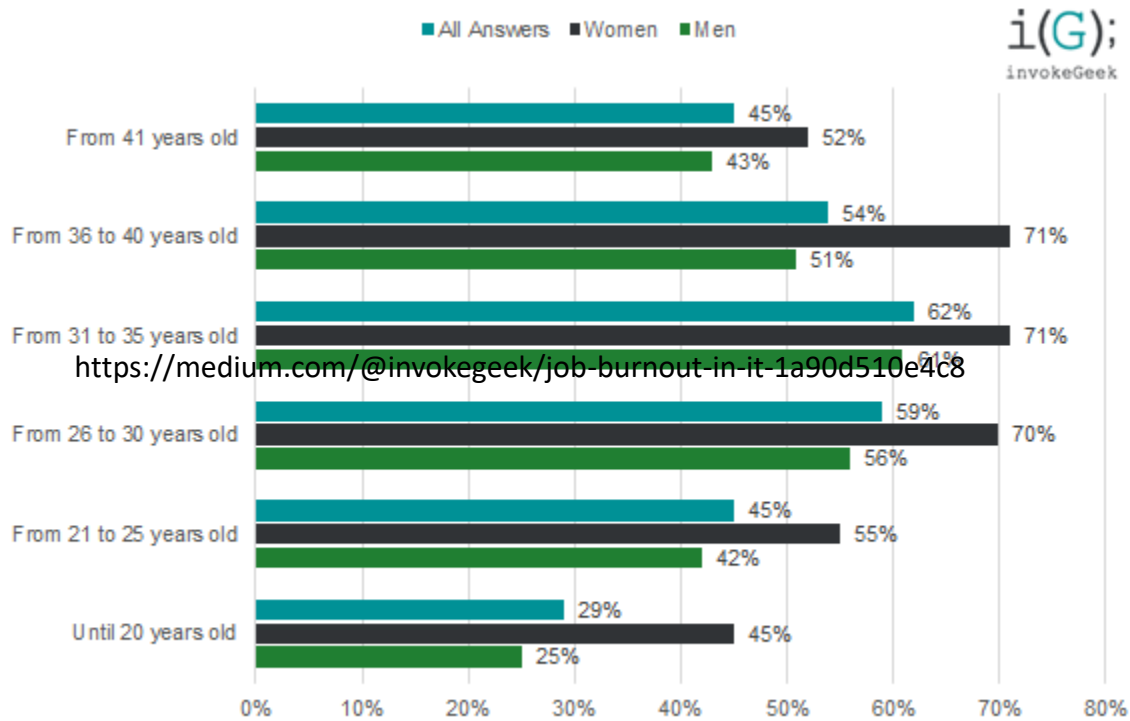
What do we know about prevention?

How can we prevent burnout?

What techniques/practices Have you heard of?



So why is there such a high burnout rate?



TOP 15 EUROPEAN COUNTRIES EXPERIENCING BURNOUT

1 Portugal

2 Greece

3 Latvia

4 Hungary

5 Slovakia

6 Poland

7 Slovenia

8 Estonia

9 France

10 Czech Republic

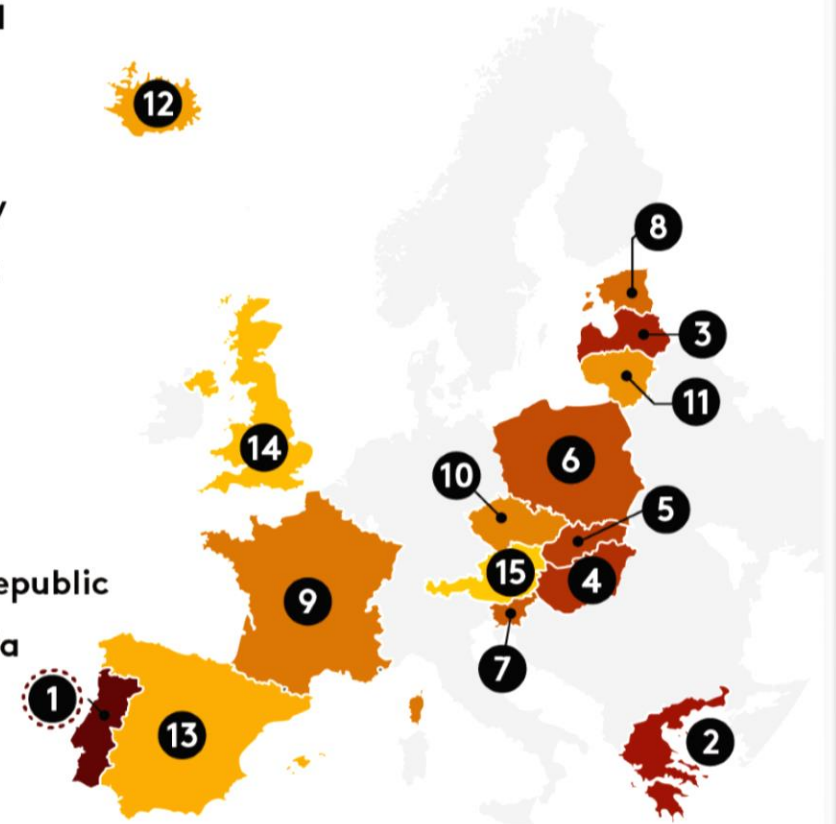
11 Lithuania

12 Iceland

13 Spain

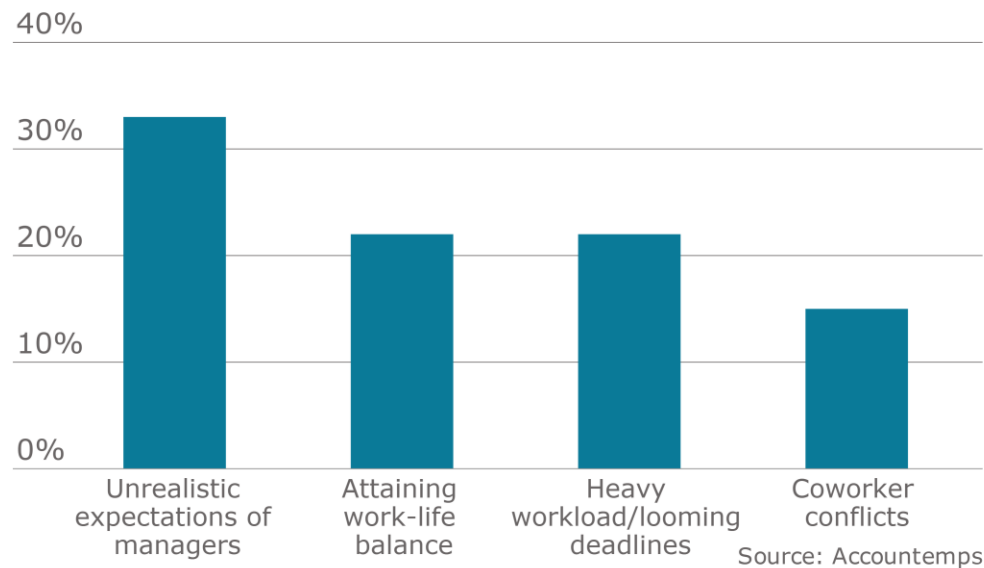
14 UK

15 Austria

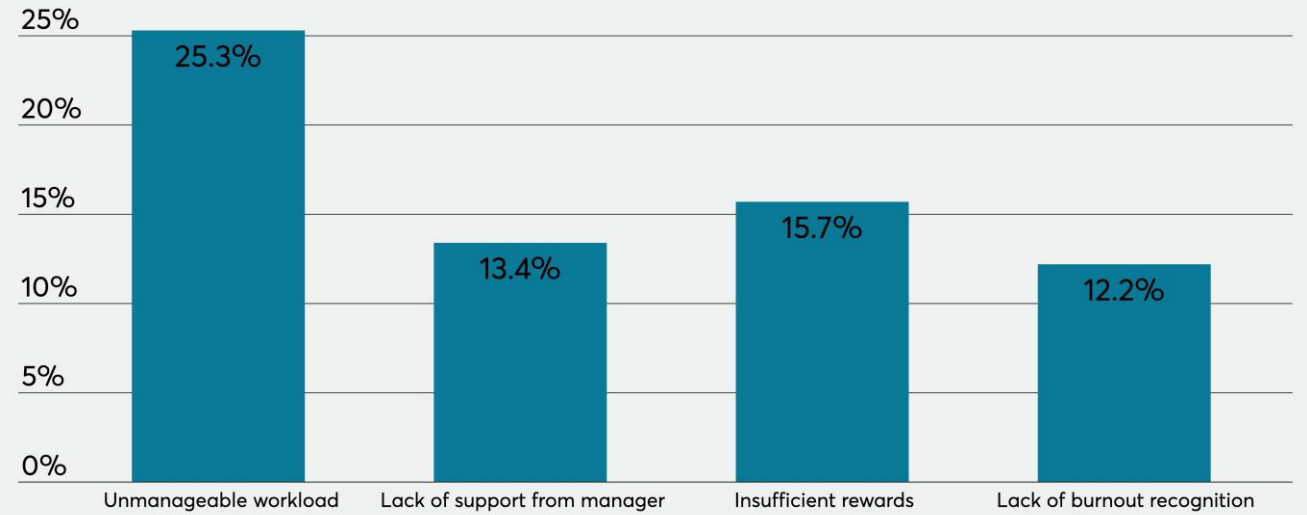


Feeling the pressure

Employees share some of the top causes for workplace stress



Top reasons behind employee burnout



Source: Blind 2020 The State of Burnout Survey

How well do I know how I function?

The Holmes-Rahe Life Stress Inventory
The Social Readjustment Rating Scale

INSTRUCTIONS: Mark down the point value of each of these life events that has happened to you during the previous year. Total these associated points.

Life Event	Mean Value
1. Death of spouse	100
2. Divorce	73
3. Marital Separation from mate	65
4. Detention in jail or other institution	63
5. Death of a close family member	63
6. Major personal injury or illness	53
7. Marriage	50
8. Being fired at work	47
9. Marital reconciliation with mate	45
10. Retirement from work	45
11. Major change in the health or behavior of a family member	44
12. Pregnancy	40
13. Sexual Difficulties	39
14. Gaining a new family member (i.e., birth, adoption, older adult moving in, etc.)	39
15. Major business readjustment	39
16. Major change in financial state (i.e., a lot worse or better off than usual)	38
17. Death of a close friend	37
18. Changing to a different line of work	36
19. Major change in the number of arguments w/spouse (i.e., either a lot more or a lot less than usual regarding child rearing, personal habits, etc.)	35
20. Taking on a mortgage (for home, business, etc.)	31
21. Foreclosure on a mortgage or loan	30
22. Major change in responsibilities at work (i.e., promotion, demotion, etc.)	29
23. Son or daughter leaving home (marriage, attending college, joined mil.)	29
24. In-law troubles	29
25. Outstanding personal achievement	28
26. Spouse beginning or ceasing work outside the home	26
27. Beginning or ceasing formal schooling	26
28. Major change in living condition (new home, remodeling, deterioration of neighborhood or home etc.)	25
29. Revision of personal habits (dress manners, associations, quitting smoking)	24
30. Troubles with the boss	23
31. Major changes in working hours or conditions	20
32. Changes in residence	20
33. Changing to a new school	20
34. Major change in usual type and/or amount of recreation	19
35. Major change in church activity (i.e., a lot more or less than usual)	19
36. Major change in social activities (clubs, movies, visiting, etc.)	18
37. Taking on a loan (car, tv, freezer, etc.)	17
38. Major change in sleeping habits (a lot more or a lot less than usual)	16
39. Major change in number of family get-togethers ("")	15
40. Major change in eating habits (a lot more or less food intake, or very different meal hours or surroundings)	15
41. Vacation	13
42. Major holidays	12
43. Minor violations of the law (traffic tickets, jaywalking, disturbing the peace, etc.)	11

Now, add up all the points you have to find your score.

150pts or less means a relatively low amount of life change and a low susceptibility to stress-induced health breakdown.

150 to 300 pts implies about a 50% chance of a major health breakdown in the next 2 years.

300pts or more raises the odds to about 80%, according to the Holmes-Rahe statistical prediction model.

Sources: Adapted from Thomas Holmes and Richard Rahe. Holmes-Rahe Social Readjustment Rating Scale, *Journal of Psychosomatic Research*, Vol II, 1967.

Myths:

The main cause of burnout is the workplace!

Only those working in multinationals burn out!

It's just the one who doesn't like his job burns out!

Only workaholics burn out!

We burn out because we have been working a lot for a long time!

Too much overtime is the reason for all this.

Burnout is a manly thing!

Young people can't burn out.

Whoever is weaker will burn out!

Once you're burnt out, you're dead!

Reinforcing factors:

- **PROCRASTINATING** - **STRESS** – **OVERWHELMED**
- **PERFECTIONALISM** – **DISSATISFACTION** – **BURNOUT**
- **NEGATIVE SELF-TALK** – **SELF-SABOTAGE** - **UNHAPPINESS**

What are the 5 Burnout Stages?

- 1. Honeymoon phase:** Like a honeymoon phase in a marriage, this stage comes with energy and optimism. Whether it is starting a new job or tackling a new task, it's common to experience satisfaction that leads to periods of productivity and the ability to tap into your creative side.
- 2. Onset of stress phase:** Eventually, the honeymoon phase dwindles, and you begin to experience stress. Not every second of your day is stressful, but there are more frequent times when stress takes over. As this stage begins, take notice of any physical or mental signs. You may start to lose focus more easily or be less productive when completing tasks. Physically, fatigue can start to set in, making it more difficult to sleep or enjoy activities outside of work.
- 3. Chronic stress phase:** You'll reach a point where the stress becomes more persistent, or chronic. As the pressure mounts, the stress is likely to consistently affect your work. Examples include feelings of apathy, not completing work on time, being late for work or procrastinating during tasks. Socially, you may withdraw from normal work-related conversations. In other cases, you may become angry and lash out at coworkers. Sometimes, these feelings follow you home and can affect relationships with friends and family.
- 4. Burnout phase:** This phase is when you reach your limit and can no longer function as you normally would. Problems at work begin to consume you to the point where you obsess over them. At times, you may also feel numb and experience extreme self-doubt. Physical symptoms will become intense, leading to chronic headaches, stomach issues and gastrointestinal problems. Friends and family members may also notice behavioral changes.
- 5. Habitual burnout phase:** If left untreated, burnout can become a part of your everyday life and eventually lead to anxiety or depression. You can also begin to experience chronic mental and physical fatigue that prevents you from working. Your job status may be put in jeopardy if you continue on this path.



Personal Experience (2010)

Symptoms I experienced:

- Anxiety (Panic)
- Cynicism/Emotional distancing
- Values becomes relative
- Chronic emotional exhaustion
- Gloomy future outlook
- Severe sleep dysregulation
- Irritability

Self-deception

- I only need to survive this week and it's going to get better.
What I'm experiencing It will pass, it must be temporary.
If I don't drive myself, I'll fall behind professionally.
Everyone works this much, I'm just probably complaining.

Fears increased/had to be acted upon
Solution: exit to uncertainty 6 months of rehab (reset!)

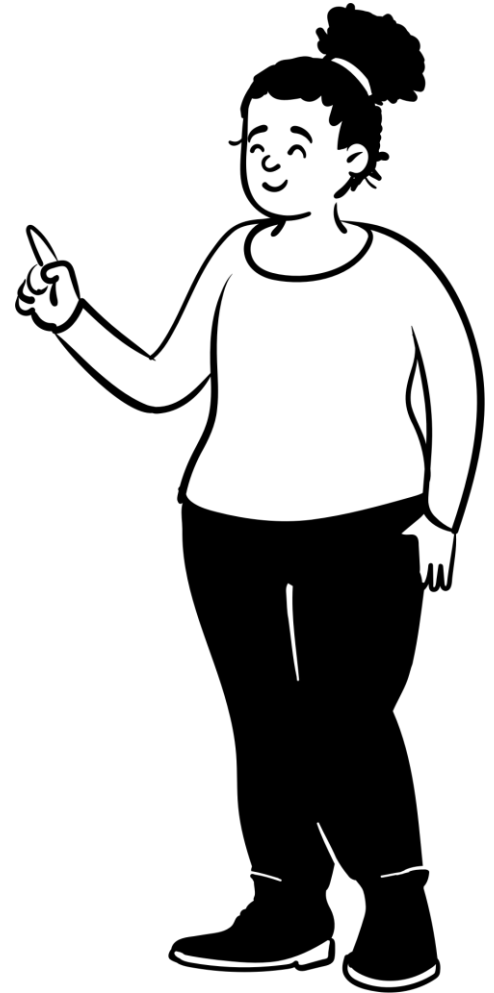
After about 12 months, I felt like I was over it.

What the hell is going on with me?
Spring fatigue? Autumn lethargy?
Vitamin deficiency?
Am I getting old? Am I overwhelmed? But why..?



*If it costs you your peace,
it is too expensive!*

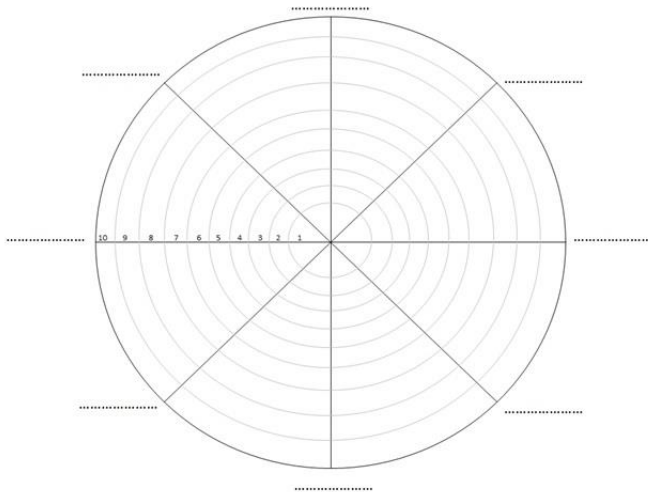
Let's strive for a work-life balance that is becoming more and more a work-life integration and interaction.



Making an internal inventory.



- Which pleasure activities have I started doing less or given up completely lately? (negative)
- What is it that drains my energy? (negative)
- What stresses you do in your personal life and at work? (Make a list for yourself)
- What energizes you right away? (positive)



The wheel of life!



Agile Methodology and burnout management..?

- Agile processes turn change into a competitive advantage
- Sub-completions (emphasis)
- Open Communication (Internal/External)- Internal Reflections
- Simplicity (unnecessary workflows) and minimizing unspecified (internal) work



GET REAL WITH
YOURSELF



- I am responsible for the changes myself.
- I need to be able to verbalize to myself what I want and when/how/what to do about it.
- CHANGING (internal old maladaptive routines) and replacing them with adaptive ones) will be beneficial for me in the long run!
- What can I do today to make it my life meaningful? What is it that I need right now?
- Honest internal communication with self (no misrepresentation/deception) I'm only willing to work with facts of life!
- Stress is a sign to me that I need to change. Introspection
- I don't just want to survive; I want to live my life in connection to my job.
- My job is a part of my life, but not everything! Work-life balance!
- I must accept that I need to work on who I want to be.

Identifying your inner sources of energy

- Write down for yourself 3 recognized values or resources within you that you have relied on in your work in recent years
- with the person sitting next to you, which of these values would you give to, knowing that you will never run out of it. Share with him/her why you chose that one and what that value/resource means to you.

Books on the subject

- Júlia Füredi: Enough - I burned out, what next - Keyhole Publishing House 2021.
- James Hollis, The Second Half of Life: The Road to Fulfillment, Animus Publishing. 2009.
- Ingrid pirker-binder: mindful prevention of burnout in workplace health management 2017.

The material of the presentation can be found on the www.corphub.hu page