



BEWARE OF BURNOUT

STEPS TO AVOID BURN OUT

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DEFINITION OF BURN OUT

What is burnout?

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands. As the stress continues, you begin to lose the interest and motivation that led you to take on a certain role in the first place.

Burnout reduces productivity and saps your energy, leaving you feeling increasingly helpless, hopeless, cynical, and resentful. Eventually, you may feel like you have nothing more to give.

The negative effects of burnout spill over into every area of life—including your home, work, and social life. Burnout can also cause long-term changes to your body that make you vulnerable to illnesses like colds and flu. Because of its many consequences, it's important to deal with burnout **RIGHT AWAY!** .

Alexander et al., (2015)

SIGNS AND SYMPTOMS

Burn out is a gradual process. However, the early signs and symptoms can be used as a warning or (**RED FLAG**).

Feeling tired and drained most of the time

Headaches or muscle pain

Lowered immunity, frequent illnesses

Insomnia (difficulty sleeping)

Difficulty concentrating or completing tasks

Feeling helpless, defeated, Procrastination, loss of motivation, Isolation

Using food, drugs, alcohol to cope, Taking out frustration on others, short-tempered

Late for work, missing days, leaving early, disengagement.

Alexander et al., (2015)

PREVENTION

Nutrition/Healthy Diet- not skipping meals (pack a lunch and healthy snacks)

Drink plenty of water (8-10 glasses per day)

Omega -3 fatty acids helps with mood (salmon, fish, herring , flaxseed, walnuts etc.

Exercise on a regular basis 3 to 5 times per week 30 minutes or more, stretching throughout the day- Relaxation techniques

Brain Health meditation- deep breathing exercises (Take classes to learn new techniques/online)

Time management, plan your time better. (24 hours in a day- please give yourself at least 30 minutes of self-care)

Drink in moderation, Avoid nicotine, smoking

Compassion fatigue-be mindful not to take on too much especially when your feeling overwhelmed and stress. The power of saying “NO” when your tired. Care must be given to the caregiver.

Positive Support system: Family, friends, church, social groups, support groups, counseling, therapy (virtually) Sign up for classes

Take time off- if burn out is inevitable- sick day (recovery day or time)

Alexander et al., (2015)

STRESS VERSUS BURN OUT

STRESS:

Too many demands and/or pressure that requires too much of you physically or mentally.

Stress- people can still function and can still imagine getting everything under control and that they will feel better. Some stress is good (Flight or Fight) The sense of getting things done.

BURNOUT:

Burn out- exhausted and not seeing any possible hope of positive change occurring, feeling empty, exhausted. Usually beyond caring or motivated.

Alexander et al., (2015)

PREVENTION AND AVOIDANCE

Weight Management & Nutrition



Nutrition



Movement for Stress



Meditation and the Brain



RESEARCH / FINDINGS

Qualitative findings showed common answers when participants were asked, “What are other things you do to decrease stress?” Common findings included yoga and massages, time with family and friends, and healthy diet/lifestyle contributed to the participants’ decrease in stress.

The review of several research articles revealed that the practice of coping strategies and stress management can significantly decrease levels of burnout.

After analyzing the results, 93.8% of participants believed coping and stress management is important/very important in minimizing burnout, and an average of 79% practiced coping mechanisms of coworker support, exercise/physical activity, family support, positive attitude/optimistic outlook on life, and spirituality/religion. There was a strong correlation between stress management and a decrease in burnout levels in which an average of 88% of participants have had **decreased burnout levels contributed by coping strategies.**

Alexander et al., (2015)

Your best quote that reflects your approach... “It’s one small step for man, one giant leap for mankind.”

- NEIL ARMSTRONG

REFERENCES

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