

# BURNOUT VS SELF - CARE

*Caring for yourself as you care for  
others.*

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# PROFESSIONAL BURNOUT

- *"Men wanted for Hazardous Journey. Small wages, bitter cold, long months of complete darkness, constant danger, safe return doubtful. Honour and recognition in case of success."*
- *Advertisement reputedly placed in the press by Sir Ernest Shackleton to advertise his 1914 Transatlantic Expedition.*

- The 1914 expedition to cross the Antarctic continent was a disaster. Pack ice in the Weddell Sea crushed the expedition's ship *Endurance*, forcing the 28-man party to camp on ice floes for five months. Escaping the ice, Shackleton led his crew in lifeboats to the uninhabited Elephant Island in the South Shetland Islands.
- Seeking help, but unable to travel with the entire crew, Shackleton and five other members sailed a single 7-m whaling boat 1300 km through gales, high seas, and Antarctic weather.
- After 15 days at sea, the crew landed at South Georgia Island during a hurricane and had to cross glaciers and mountains to reach a whaling station on the north coast. Shackleton immediately organised a rescue party to save the men stranded on Elephant Island.
- The rescue required four attempts and 100 days before Shackleton reached them in August 1916, but all members of the expedition survived the two-year ordeal.



# What is Stress?

- Stress can be defined as the emotional and physiological reactions to stressors.
- A stressor is a demand, situation or circumstance which disrupts a person's stress response.
- Stress: normal, unavoidable: it has an optimal level
- The general adaption syndrome: 3 stages of response:
  - Alarm
  - Resistance
  - Exhaustion

# Workplace Stress

- Workplace stress is normal – it can help focus your approach to work, and motivate and encourage good performance.
- Excessive and ongoing work stress without relief can interfere with your productivity and performance.
- It can also impact your physical and emotional health as well as impact on relationships inside and outside of the work place.
- Additionally, stress from home or in your community can affect your ability to manage the day to day stresses at work.
- Stress reduction: remove stressor or adjust (coping).
- "When neither occurs and stress levels are high, burnout (the reaction to the high level of stress) will occur." (Smit, 1990)

# What is Burnout?

- In 2019, 'burnout' was recognised by the World Health Organisation (WHO) as an 'occupational phenomenon'.
- Burnout is a state of physical and emotional exhaustion. It can occur when you experience long-term stress in your job, or when you have worked in a physically or emotionally draining role for a long time.
- Common signs of burnout:
  - Feeling tired or drained most of the time
  - Feeling helpless, trapped and/or defeated
  - Feeling detached/alone in the world
  - Having a cynical/negative outlook
  - Self-doubt
  - Procrastinating and taking longer to get things done
  - Feeling overwhelmed

# Burnout and Acute Covid

- While the relationship between work stress and decreased wellbeing has generally been clear, the advent of Covid resulted in a “split” in their usual relationship.
- According to a Gallop study, with Covid well-being certainly suffered, but workers remained highly engaged. Employees pitched in and pivoted because they were “united under a shared sense of purpose”.
- This is particularly the case in the health sector – health workers gave all that they could to help the general public.

“Alone we can do so little;  
**together**  
we can do so much.”

~Helen Keller

# Burnout and Ongoing Covid

- 1) Nurses, medical doctors, females, people aged from 30 to 50 (parents?), and those who worked in the second line during the pandemic reported higher scores of depression, anxiety, stress, and burnout in the period of regular epidemic prevention and control;
- 2) Epidemic-related job stressors positively predicted burnout, anxiety, and depression among healthcare workers;
- 3) Perceived social support and organizational support were negatively related to reported burnout, anxiety and depression symptoms;
- 4) Social support reduced the adverse effects of epidemic-related job stressors on anxiety and depression but enhanced the association between stressors and burnout;
- 5) Organizational support mitigated the adverse effects of epidemic-related job stressors on depression.



# Burnout and Chronic Covid

- Over time, the resilience of health professionals was whittled away.
- An increase in the rate of burnout, dimensions of emotional exhaustion, depersonalization, and compassion fatigue were evident.
- Feelings of personal accomplishment reduced.
- Levels of compassion fatigue increased significantly.
- The impact of parenting during lockdowns whilst working in the health sector is discussed as multiplying levels of stress and burnout.

# Burnout and Chronic Covid

- Michael P. Leiter, PhD, (an honorary professor of organizational psychology at Melbourne's Deakin University and an organizational psychologist who studies burnout) notes that:
  - The persistent workplace stress related to Covid has contributed to reduced efficacy and exhaustion in the health care professions.
  - There is also an increased level of cynicism, which is another classic sign of burnout.
  - The cynicism is not solely focused on work but extends to society and politics.
  - "This kind of cynicism is powerful because it undermines the people's feelings about the value of their work, which can help motivate them during hard times".

# SO WHAT CAN WE DO?

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# Reduce Stress At Work – Personal Factors

- **Resist perfectionism.** When you set unrealistic goals for yourself, you're setting yourself up to fall short. Aim to do your best, no one can ask for more than that.
- **Flip your negative thinking.** If you focus on the downside of every situation and interaction, you'll find yourself drained of energy and motivation. Try to think positively about your work, avoid negative-thinking co-workers, and pat yourself on the back about small accomplishments, even if no one else does.
- **Don't try to control the uncontrollable.** Many things at work are beyond our control—particularly the behaviour of other people. Rather than stressing out over them, focus on the things you can control such as the way you choose to react to problems.
- **Look for humour in the situation.** When used appropriately, humour is a great way to relieve stress in the workplace. When you or those around you start taking things too seriously, find a way to lighten the mood by sharing a joke or funny story.
- **Clean up your act.** If you're always running late, set your clocks and watches fast and give yourself extra time. If your desk is a mess, file and throw away the clutter; just knowing where everything saves time and cuts stress.

• From HelpGuide.Org - <https://www.helpguide.org/articles/stress/stress-at-work.htm>

# And yet...

- Even if you do all those things, work stress will continue – it is often just part of the job.
- In order to maintain a sense of work pride, enhance relationships at work and at home or in the community, and to feel better within yourself, you can take some steps to look after yourself.
- Self-Care works – and you deserve to spend time involved in self-care behaviours.

“...Place the oxygen mask on yourself first before helping small children or others who may need your assistance.”



# What Self-Care is

- Self-care is any activity that we do **deliberately** in order to take care of our mental, emotional, and physical health.
- Although it's a simple concept in theory, it's something we very often overlook.
- Good self-care is key to improved mood and reduced anxiety.
- It's also key to a good relationship with oneself and others.

# What Self-Care is not

- It is not something that we force ourselves to do, or something we don't enjoy doing.
- Self-care is “something that refuels us, rather than takes from us”.
- Self-care isn't a selfish act either. It is not only about considering our needs; it is rather about knowing what we need to do in order to take care of ourselves, being subsequently, able to take care of others as well.
- That is, if I don't take enough care of myself, I won't be in the place to give to my loved ones either.

Make sure you charge your  
battery – Don't run on empty.





# What is not Self-Care

- When your pleasurable activities are used or “indulged in” to numb, distract or avoid reality, these become behaviours that can end up increasing stress.
  - The one glass of wine when you get home from work becomes the bottle.
  - The internet shopping results in difficulties paying your mortgage.
- These behaviours happen – we are all human. It is when they happen so often that they cause ongoing problems that they may end up being completely contrary to self-care.
- Don’t beat yourself up. Be compassionate with yourself. Reset as soon as you can – get support if you need to.

# Three Golden Rules for Self-Care

- **Keep it basic.** Start with easily achieved tasks that you know you will enjoy. Over time you will be able to introduce more activities and you can identify which ones work the best for you.
- **Actively plan.** Self-care is not something that “just happens”. It is an active choice. Add certain activities to your calendar, announce your plans to others in order to increase your commitment, and actively look for opportunities to practice self-care.
- **Be aware.** When participating in self-care, acknowledge that you are doing this for you because it feels good for you. If you don't regard something as self-care (e.g., exercise is just a pain), it won't work as such. Be aware of what you do, why you do it, how it feels, and what the outcomes are.

# SELF-CARE STRATEGIES

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Based on work by Mary L. Stoudenmire, 2015.

# S E L F - C A R E

# Soothe

•Sight

•Sound

•Touch

•Taste

•Hearing





# S E L F - C A R E

# Energise

- Healthy eating
- Sleep
- Stretches



S  
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# Laughter

- Laughing is, and will always be, the best form of therapy.





# S E L F - C A R E Friendship

• It is the friends we meet along the way that help us appreciate the journey.

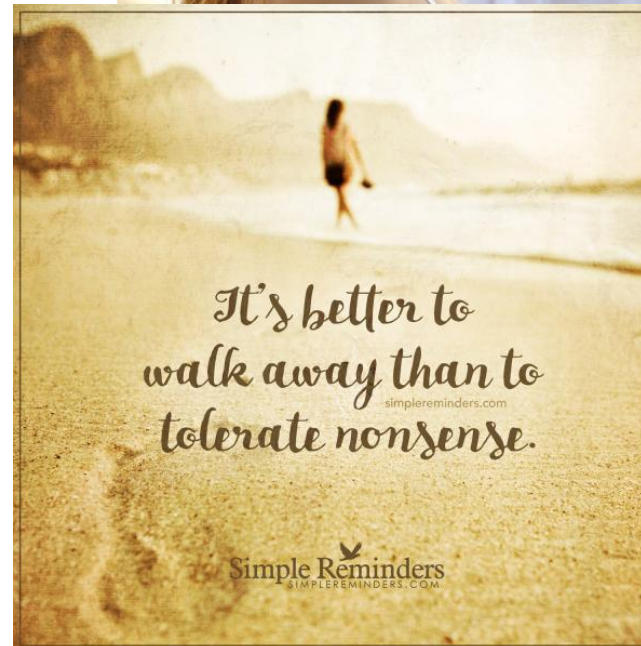
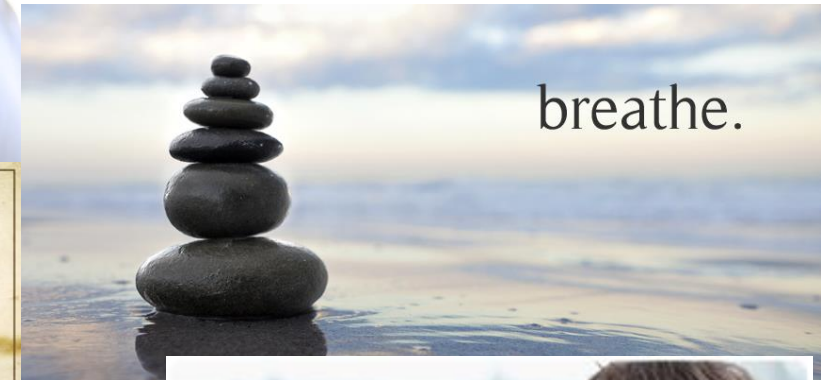
## Best Friends

They know how crazy you are and still choose to be seen with you in public.



**S** **E** **L** **F** **\_** **C** **A** **R** **E**

- **Pause**
- **Stop and think**
- **Take a deep breath**
- **Walk away**
- **Call a friend**
- **Relax**





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# Communicate

- What do you want and need to say?
- What do you want and need to ask?



I think...  
I feel...  
I want...



S  
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# Activity

- Participate in something that has nothing to do with your job!





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# Reach Out

- Get Support
- Family
- Friends
- Workmates
- Supervision
- GP
- EAP





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# Environment

- Positive influences
- Light
- Space
- Sound
- People
- Place

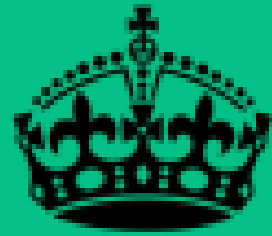


# Self - Care:

- Soothe
- Energize
- Laughter
- Friendship
- - (Pause)
- Communicate
- Activity
- Reach - out
- Environment

**HOW  
BEAUTIFUL  
IT IS TO STAY  
SILENT WHEN  
SOMEONE  
EXPECTS  
YOU TO BE  
ENRAGED.**

KUSHANDWIZDOM



**KEEP  
CALM  
AND  
PRACTICE  
SELF-CARE**

# Just Do It!

- Being busy means that there are myriads of barriers to completing self-care tasks yet they are so important for our overall well-being, our satisfaction in our lives, and our relationships with others
- Sometimes the simplest things that take just a few moments are effective
  - Shoulders back, breathe out, relax your hands (Chillax)
  - Do this frequently through the day – when in a lift, stopped at a traffic light, during ads on television, sitting on the toilet – just whenever you can.
- The more brief self-care activities you can fit in, the better you can feel.
- Consider allocating at least one space in the week with significantly more time for self care

# FIVE SIMPLE STEPS FOR A MORE FULFILLING DAY

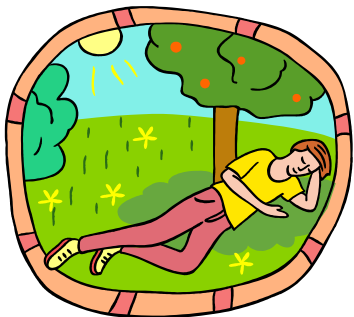
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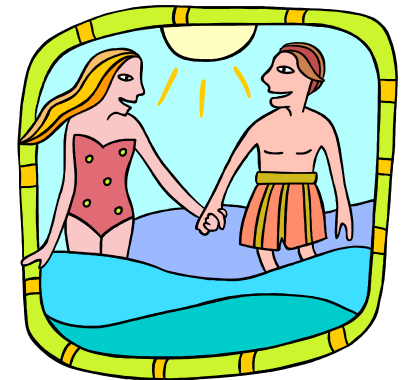
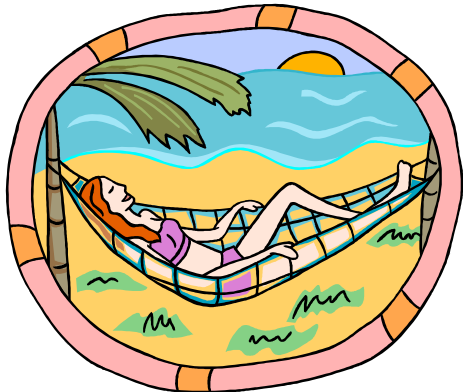
# Positive Self-Statement

- A lot of the time people tell themselves things that aren't very nice about themselves. They would almost never say such things about their friends. These things include "I'm so stupid", "I completely mucked that up" or "Why can't I get my act together".
- If you make sure you say something positive about yourself once or more a day, and notice what you are saying, this can make a difference to the way you feel about yourself. Statement such as "I did that well", "I worked really hard at that", "I like myself", "I am a loving parent", "I am a good friend" can make a big difference to our thoughts about ourselves



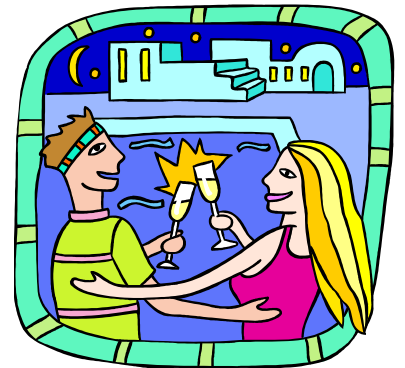
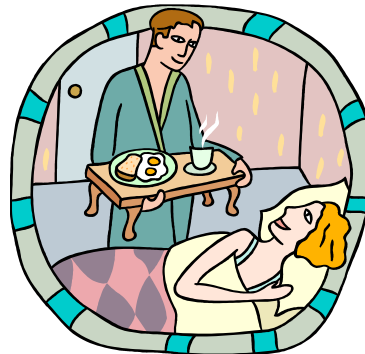
# Personal Treat

- Some days we go through the whole day without doing something nice for ourselves. This means that we have missed a day where we could have a nice pleasant event or treat that can help make us feel better.
- These treats could include listening peacefully to a piece of music, going and having a cup of coffee in town, relaxing in a bath, going to the beach, getting a back rub or anything else that makes you feel good.
- When you do this treat, notice that you are doing this for yourself and that you deserve it.



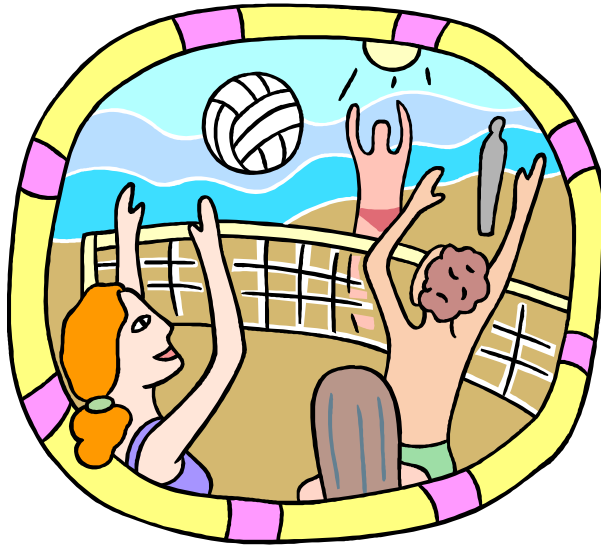
# Appreciating Another Person

- Sometimes we go through a day without taking time out to notice and appreciate those other people who are in our lives. Appreciating another person by thought, word, or deed can make a big difference to us and to them.
- This can include thinking something such as “I am so pleased that you are in my life”, saying something such as “You are so good at this work”, or doing a kind act such as bringing someone a cup of coffee without being asked, giving someone breakfast in bed or giving a hug or kiss to a family member just because they are who they are.



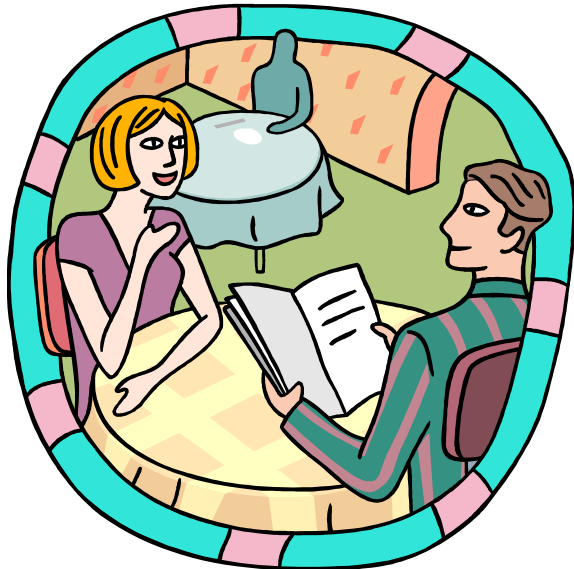
# Physical Activity

- This does not necessarily mean formal exercise.
- It can include working in the garden, going for a walk, climbing stairs instead of taking the lift, playing with children or pets, or anything else that involves moving your body that you don't normally *need* to do.
- Notice what you are doing and how it feels.

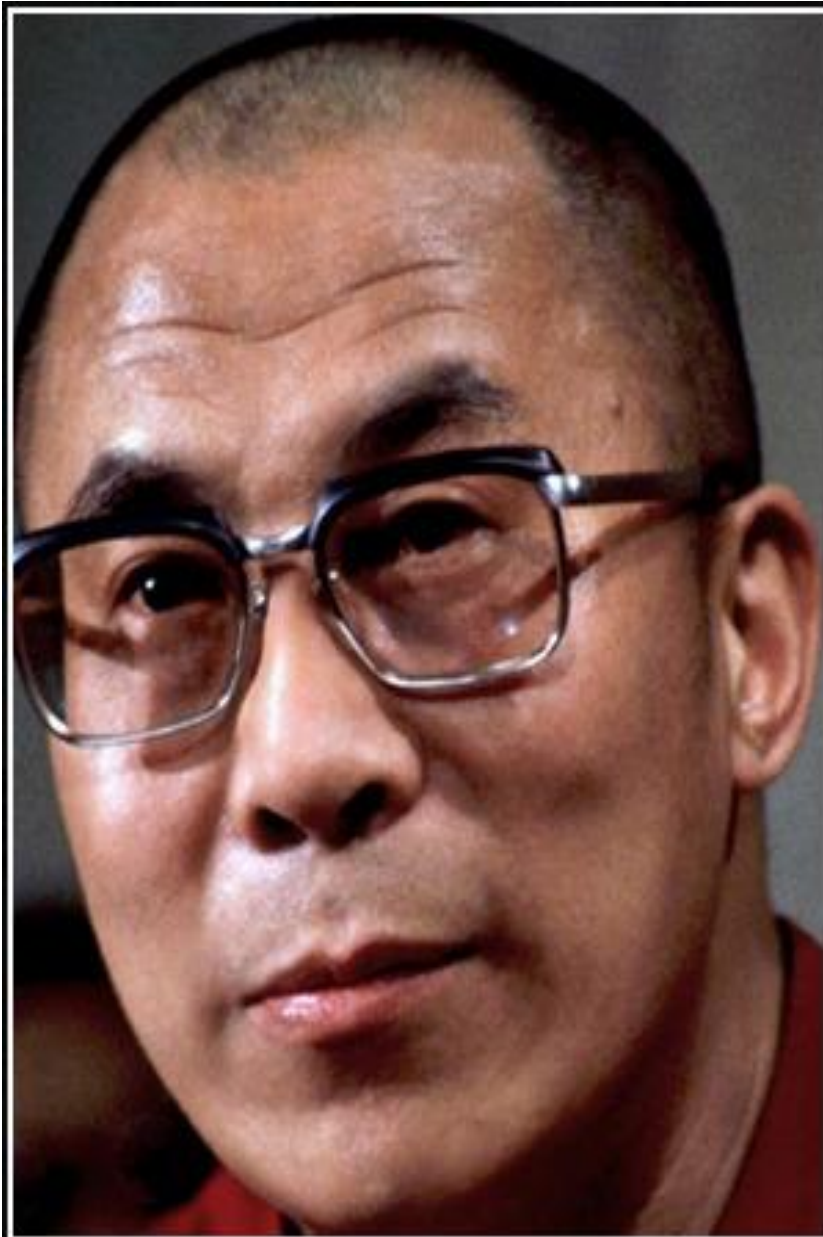


# Enjoy Eating

- Many times we just eat food instead of noticing what it is really like.
- This is about noticing what you are eating in all ways. What does it look like before you eat it? What does it smell like? What does it taste like? What does it sound like as you eat it? What does it feel like in your mouth?
- The food does not need to be any particularly type of food, but you need to *notice* it.







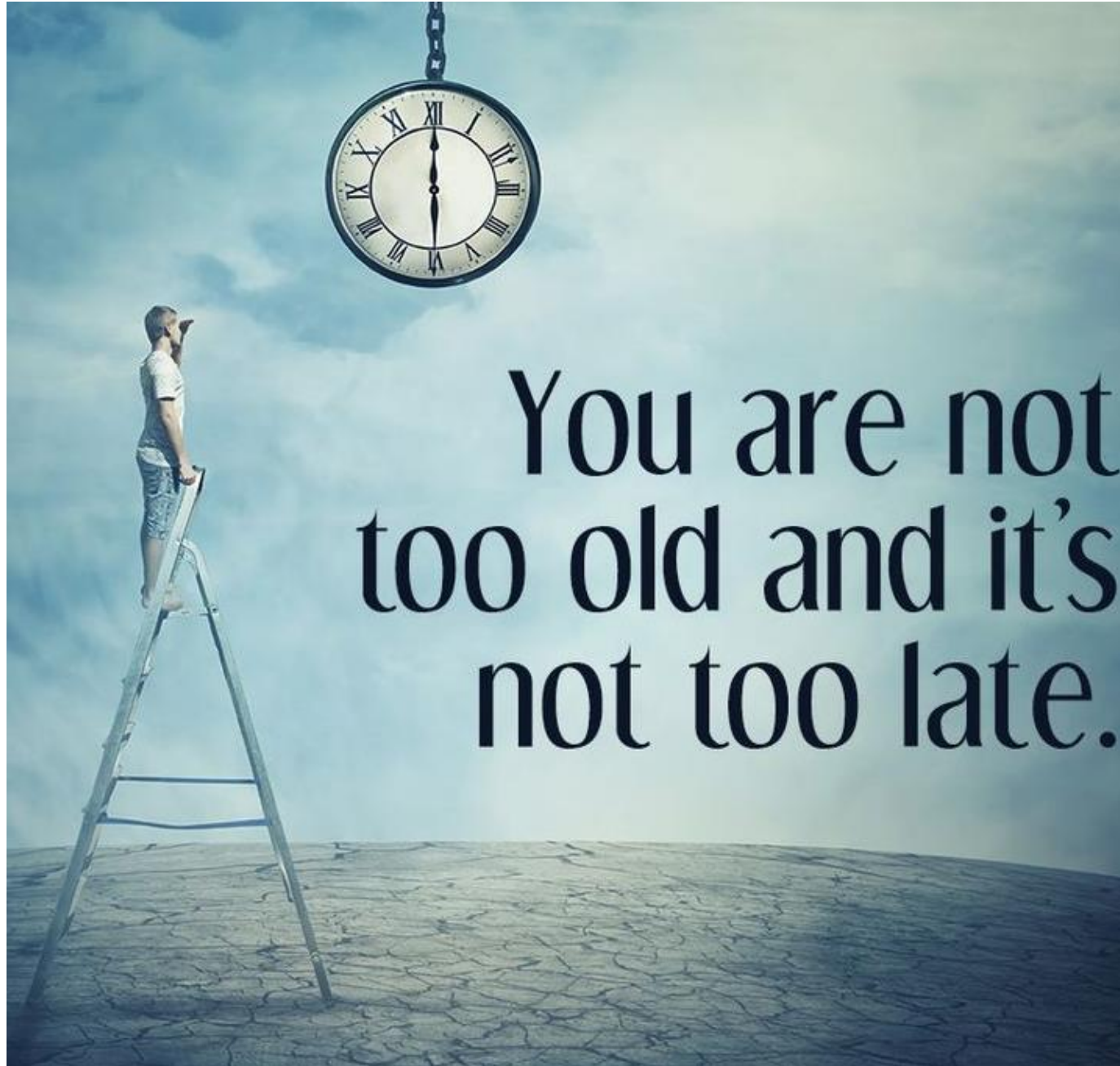
There are only two days in the year  
that nothing can be done. One is  
called Yesterday and the other is  
called Tomorrow. Today is the right  
day to Love, Believe, Do and mostly  
Live.

— *Dalai Lama* —

**AZ QUOTES**

**“A winner is a  
dreamer who never  
gives up”**





You are not  
too old and it's  
not too late.