Burnout or Bounce Back? Building Resilience

Welcome to today's Infopeople Webinar!

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Burnout or Bounce Back? Building Resilience

Presented by Debra Westwood
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What is Burnout?

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Thanks for being here.

Your presenter today:
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What we’ll cover:
• Burnout – what is it?
• What factors contribute to Burnout?
• Resilience – what is it?
• What can you do to nurture your own Resilience?

Stress vs. Burnout

Stressed Eric  Burnt out Eric

(Eric was too tired to pose for this cartoon, apologies)

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Physical signs and symptoms
- Feeling tired or drained (exhausted) most of the time
- Lowered immunity, frequent illnesses
- Frequent headaches, back pain, muscle aches
- Changes in appetite or sleep habits

Emotional Signs & Symptoms
- Detachment, blunted emotions
- Sense of helplessness or low self worth
- Self blame
- Depression

Behavioral Signs & Symptoms
- Withdrawal or isolation
- Taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out frustrations on others
- Skipping work, coming in late and leaving early

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What Factors Contribute to Burnout?

- Work
- Personality
- Lifestyle

What WORK-RELATED FACTORS might contribute to burnout?

- Feeling like you have little or no control over your work
- Lack of recognition or rewards for good work
- Doing work that's monotonous or unchallenging
- Working in a chaotic or high-pressure environment

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Which of these factors can you influence?
- As an employee?
- As a manager?

What LIFESTYLE FACTORS might contribute to burnout?

LIFESTYLE–RELATED FACTORS
- Work & life are out of balance
- High demands on the homefront
- Unbalanced sleep or nutritional habits
- Lack of close, supportive relationships
- Poor time management habits

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LIFESTYLE-RELATED FACTORS
- Work & life are out of balance
- High demands on the homefront
- Unhealthy sleep or poor personal habits
- Lack of close or supportive relationships
- Poor time management habits

Which of these factors can you influence?
- As an employee?
- As a manager?

What PERSONALITY TRAITS might make one more vulnerable to burnout?

PERSONALITY-RELATED FACTORS
- Perfectionism or reluctance to delegate to others
- Pessimistic view of yourself and the world
- High-achieving, Type A personality
- Can’t say “No."

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Which of these factors can you influence?

- As an employee?
- As a manager?

Maintaining Your Bounce

What can do to enhance your ability to bounce back?
How can you build your Resilience?

What is Resilience?
"...the positive psychological capacity to rebound, to ‘bounce back’ from adversity, uncertainty, conflict, failure or even positive change progress or increased responsibility."


Building Resilience

Self Care
• Physically
• Psychologically
• Socially

Vanderbilt University Center for Faculty & Staff Health & Wellness
http://healthandwellness.vanderbilt.edu/resilience-toolkit.php

Physically
• Nutrition
• Sleep
• Exercise/Physical Activity
• Disconnect

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Psychologically
• Boundaries
• Ask for help (really, it's okay!)
• Perspective
• Gratitude
• Forgive & forget learn

Socially
• Nurture your network
• Seek out mentors or helpers
• Let yourself laugh
• Communicate

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What did we cover:
- Burnout – what is it?
- What factors contribute to Burnout?
- Resilience – what is it?
- What can you do to nurture yours?
- What’s next?

What’s YOUR plan?
Take a few moments to make a contract with yourself (or with a colleague):
- What are 2 things I can do to help bolster or restore my own resilience?
  AND/OR
- What is one thing I can do to create an environment that promotes resilience?

Questions? Insights? Additions?
Burnout or Bounce Back? Building Resilience

Thank you for joining us today.

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