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**FACT OR FICTION:**

- People who experience burnout hate their jobs
- Professional Burnout is a result of a poor work environment
- Professional Burnout is inflicted on us by external job-related stressors such as unrealistic workloads or productivity standards, poor leadership, lack of autonomy, psychologically unsafe environments
- High achieving, intelligent, emotionally-aware people like us recognize when we are burning out.
- Burnout is a pandemic of people who have been in the profession for a long time
- Once you are Burned out, you stay Burned out.

**GOOD ENERGY - YOU GET MORE OUT THAN YOU PUT IN.**

You are unstoppable! You are feeling good! You are generating the results you want and life simply flows.

**DESTRUCTIVE ENERGY - YOU PUT MORE IN THAT YOU GET OUT.**

You put in tons of effort, but you get poor results. Life seems full of obstacles and health declines. You are “tired by wired.”

<b>STRESS</b>	<b>BURNOUT</b>
<b>OVER</b> engagement	<b>DIS</b> engagement
Emotions are over-reactive	Emotions are blunted
Produces urgency and hyperactivity	Produces helplessness and hopelessness
Loss of energy	Loss of motivation, ideals, and hope
Can lead to anxiety disorders	Can lead to detachment and depression
May kill you prematurely	May make life seem not worth living

## BEYOND BURNOUT: WHAT STAGE ARE YOU?

1. Flickering
  - Ealy signs come and go
  - Perfectionistic tendencies
  - Can last 1-5 years
2. Smoldering
  - Physical symptoms appear;  
teeth grinding, pain, fatigue,
  - Lifestyle dimishies as “busy” takes over
  - Can last 1-10 years
3. Spontaneous Combustion
  - From sometimes good to REALLY bad
  - “suddenly” completed charred;
  - no energy, no joy,
  - You are just DONE.
4. Phoenix
  - Begin to rise from pile of ashes
  - Commitment to change
5. Recharged
  - Humming with energy again
  - Excited about life - personal and professional
  - Optimism and health return
  - Committed to building resilience in mind, body and spirit

## SIGNS OF BURNOUT

### Physical

- Feeling tired and drained most of the time
- Lowered immunity, frequent illness
- Frequent headaches and/or muscle pain
- Change in appetite; digestive issues/reflux
- Heart Palpitations
- Insomina (tired but wired)

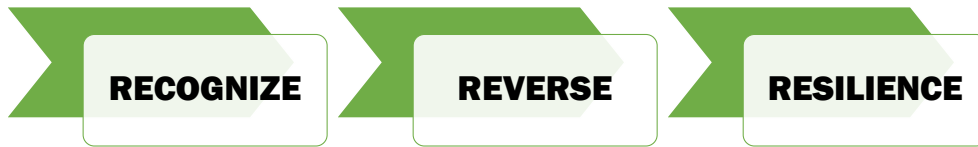
### Psychological

- Panic Attacks
- Sense of failure/self doubt
- Detached; Feeling alone in the world
- Feeling helpless, trapped, defeated
- Loss of motivation
- Increasingly cynical and negative outlook
- Decreased sense of satisfaction and accomplishment
- Loss of joy and creativity

### Behavioral

- Withdrawing from responsibilities
- Isolating yourself from others
- Using food, drugs, alcohol to cope
- Taking your frustrations out on others
- Skipping work, coming in late or leaving early
- No longer engaging in hobbies or leisure activities





**MIND**

Break the corrupt success cycle  
 Manage your energy, not your time  
 Schedule regular breaks  
 Create Recovery Rituals  
 Reduce Your Workload  
 Ditch the Multi-Tasking  
 Reduce Mind Clutter and Mental Chatter

**BODY**

Commit to putting your health first  
 Sleep More - Lot's More  
 Do not overdo exercise  
 Fuel Up

**SPIRIT**

Rebalance your life  
 Plug Back In (to the good stuff)  
 Beware the Perfect Trap  
 Unplug (from the bad stuff)  
 Cultivate optimism  
 Choose your attitude  
 Ignore the critics from the cheap seats  
 Create Something  
 Rediscover your Joy



- Take care of your mind and your body will thank you.
- Take care of your body, and your mind will thank you.
- Once you have your mind and body working together in a healthy way, you will begin to generate the **GOOD ENERGY** that will fuel your passions and



**ACTION PLAN**

- 1. CHECK YOUR SIGNS OF BURNOUT (OWN UP TO THEM).**
- 2. CIRCLE YOUR CURRENT STAGE OF BURNOUT.**
- 3. LIST THREE CONCEPTS THAT RESONATED WITH YOU**
- 4. HIGHLIGHT ONE STRATEGY FROM EACH AREA THAT YOU WILL COMMIT TO NEXT WEEK.**
- 5. PERSIST. PERSIST. PERSIST.**
- 6. YOU ARE ENOUGH.**

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