

Dr, Shari Robertson, Ph.D, CCC-SLP Dynamic Resources Imaginologist BANISH BURNOUT Session 1497 ASHA CONVENTION, 2023

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 obstables and health declines. You are "tired by wired."

| STRESS | BURNOUT |
|------------------------------------|--|
| OVER engagement | DISengagment |
| 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

| P | hysi | ical | |
|---|------|------|-------|
| | _ | | - |

- 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



RECOGNIZE

REVERSE

RESILIENCE

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

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.

Find expanded information under the FREE RESOURCES tab at www.dynamic-resources.org,



BANISH BURNOUT - PERSONAL ACTION PLAN

RECOGNIZE: I Think I am in this Stage of the Burnout Cycle (Why Do I think this?)

| FLICKERING |
|---|
| SMOLDERING |
| COMBUSTION |
| PHOENIX |
| RECHARGED |
| REVERSE: How will I commit to reversing the effects of burnout? |
| |
| |
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| |
| |
| RESILIENCE How will change my behavior to build resilience and innoculate against future burnout? |
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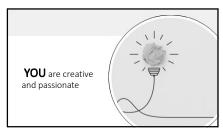


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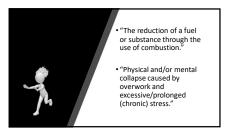


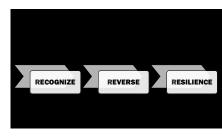




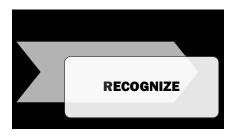
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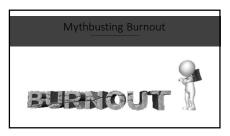






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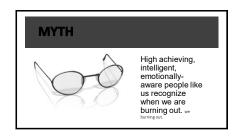




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- ALL ages at risk.
- Affects more than just the person who is burning out.





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- Because burnout is a cumulative phenomenon, most people don't realize they are burning out until they are a pile of ashes.
- PLUS we are too busy chasing success to smell the smoke (or feel the heat increasing)



There is little to no correlation between work environment and professional fatigue (burnout).

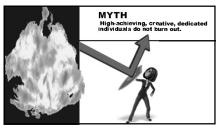
Reality

Burned out individuals can be found in fantastically positive and psychologically safe workplaces as well as more challenging environments.

The large majority of people who experience burnout actually love their jobs

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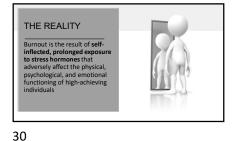




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IN ORDER TO BURN OUT, YOU MUST FIRST HAVE A BURNING PASSION





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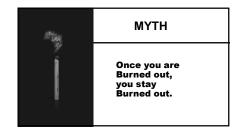
Workplaces that have high stress, unrealistic workloads or productivity standards, poor leadership, lack of autonomy, psychologically unsafe environments, etc. are just BAD PLACES TO WORK.



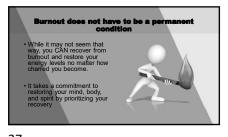
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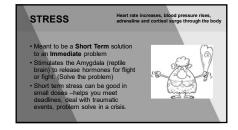




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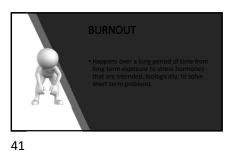






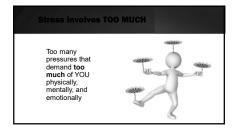
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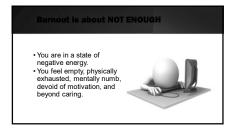






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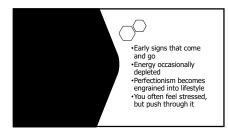


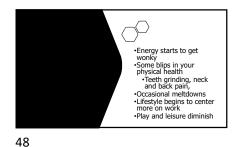


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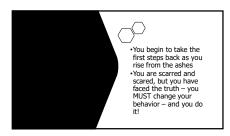


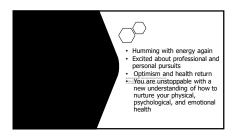




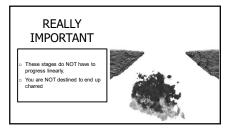
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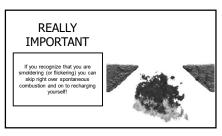






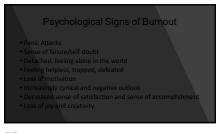
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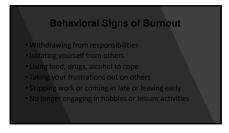


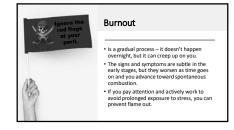


Physical signs of burnout Feeling tired and drained most of the time Lowered immunity, frequent illness Frequent headaches and/or muscle pain Change in appetite; digestive issues Heart palpitations Insomnia

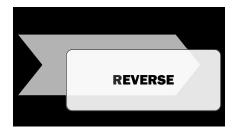
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Once you flame out, it's no longer about just doing a better job of managing stress – its about lifestyle changes.

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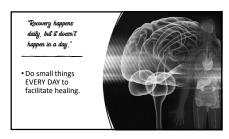




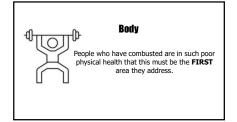
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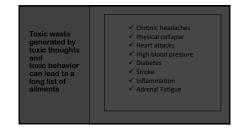




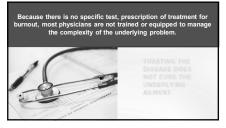
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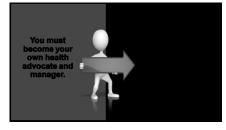






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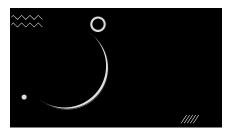
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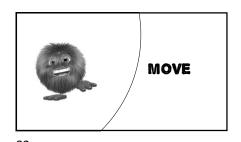


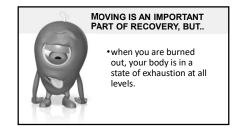




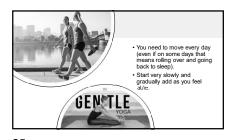
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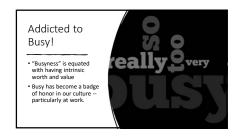






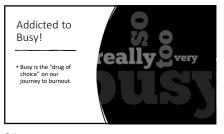
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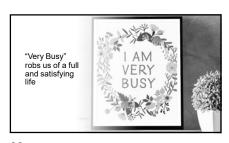






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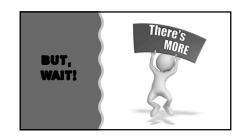




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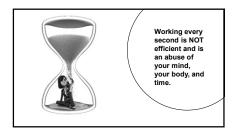


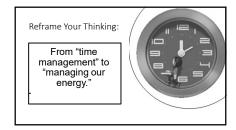




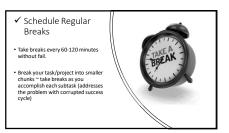
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"Recovery Rituals"

Break Time Actvities (15-30 minutes)

- Walking
- Stretching
- Light Yoga
- Sitz Spot
- Breathing
- Power Nap

"But, I caaaan't do that because if I take a break (or stop working) now, then I'll have to make up the time later."

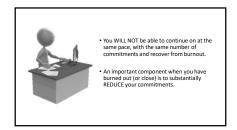
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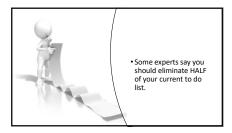
When you give yourself a chance to recover, you actually become more productive and you spend far less time being distracted, checking the Internet, wandering around your office, paying your bills, or doing whatever else you would be doing because you're more focused.







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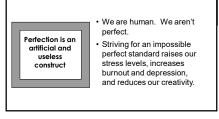




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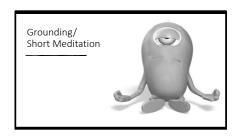






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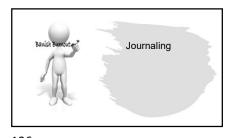
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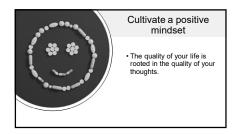






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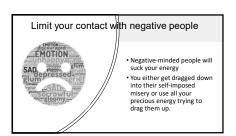


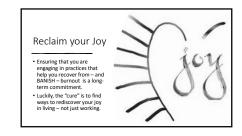


Staying positive does not mean that things will turn out okay. Rather, it is knowing that YOU will be okay no matter how things

- Link between physical and emotional health continues to grow.
 Optimism as good as many medications in supporting healing and good health for both the body and the mind.

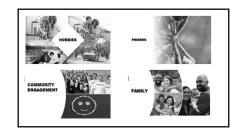




















LAUGHTER

- Promotes an overall sense of we Relieves pain Protects the heart. Burns calories. Lightens emotional loads May even help you to live longer





