Avoiding Burnout – and Achieving Work/Life Balance

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Who Am I?

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Session Objectives

• To explain Stress, what causes Stress and the symptoms of Stress
• To explain Burnout, what causes Burnout and the symptoms of Burnout
• To help delegates identify and manage the risks of Stress and Burnout in themselves and their Teams
• To help delegates identify and manage the risks of Stress and Burnout in themselves, to avoid burnout and achieve a healthy work-life
“Stress is the feeling of being overwhelmed or unable to cope with mental or emotional pressure”.

The Mental Health Foundation, 2021
How you might feel...

- Irritable, aggressive, impatient or wound up
- Over-burdened
- Anxious, nervous or afraid
- Like your thoughts are racing and you can’t switch off
- Unable to enjoy yourself
- Depressed
- Uninterested in life
- Like you have lost your sense of humour
- A sense of dread
- Worried about your health
- Neglected and lonely

“Some people who experience severe stress can sometimes have suicidal feelings.”
(Source: The Mental Health Foundation)
How you might behave...

- Finding it hard to make decisions
- Constantly worrying
- Avoiding situations that are troubling you
- Snapping at people
- Biting your nails
- Picking at your skin
- Unable to concentrate
- Eating too much or too little
- Smoking or drinking alcohol more than usual
- Restless, like you can’t sit still
- Being tearful or crying

(Source: Mental Health Foundation)
How you might be physically affected...

- Shallow breathing or hyperventilating
- You might have a panic attack
- Muscle tension
- Blurred eyesight or sore eyes
- Problems getting to sleep, staying asleep or having nightmares
- Sexual problems, such as losing interest in sex or being unable to enjoy sex
- Tired all the time
- Grinding your teeth or clenching your jaw
- Headaches, chest pains, high blood pressure
- Indigestion or heartburn
- Constipation or diarrhoea
- Feeling sick, dizzy or fainting

(Source: Mental Health Foundation)
Burnout
The three main signs/symptoms of burnout

• Exhaustion
• Alienation from (work-related) activities
• Reduced performance

(Source: http://www.ncbi.nlm.nih.gov/ and Mental Health Foundation)
BALANCE

YOUR

LIFE
# Work/Life Balance

## Personal
- Good Communication
- Healthy work-life balance
- Boundaries
- Self-care
- Support Network
- Rest & Reflection
- Time Out / Off
- Exercise
- Healthy Eating
- Hobbies & Interests
- Reduce Screen Time

## Work
- Good Communication
- Healthy work-life balance
- Boundaries
- Time blocking
- Work in short burst
- Factor in proper breaks
- Check in with your team
- Set structure
- Give feedback
- Encourage open conversations
- Access EAP
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