

Take Charge! Live Well!

From burned out to balanced: Undoing the effects of stress





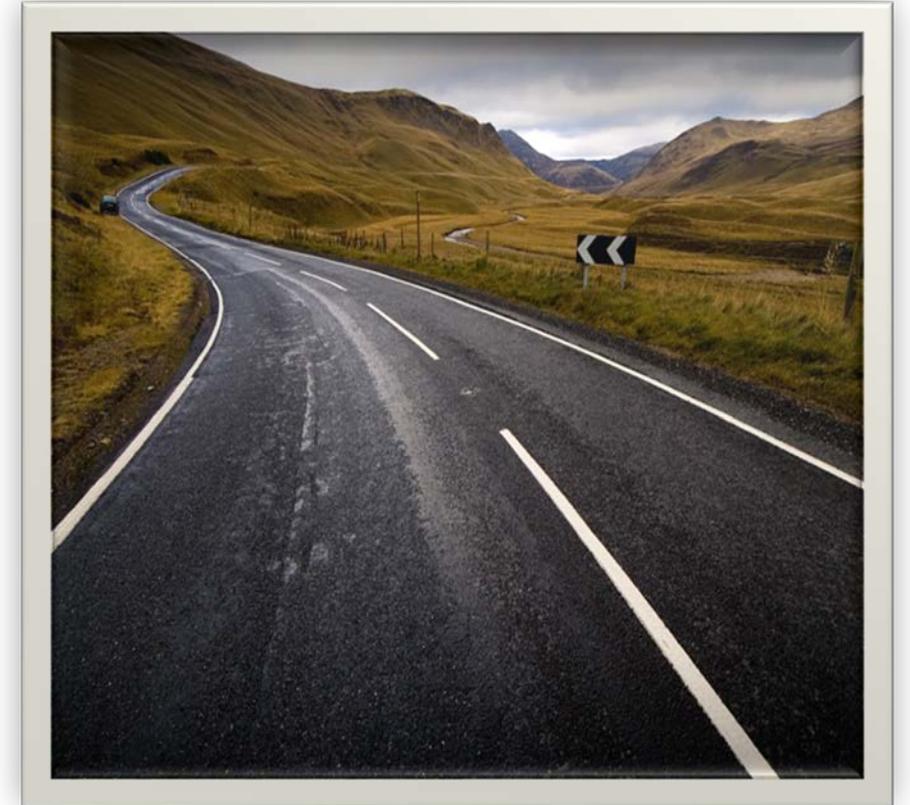
Understanding Burnout

- What is it?
 - Burnout is a state of emotional, mental, and physical exhaustion
- Symptoms:
 - Feelings of disillusion & helplessness
 - Being completely worn out
 - Problems seem insurmountable & everything looks bleak
 - Lack of caring for things that you may normally care about
 - Lowered immunity accompanied by frequent pains



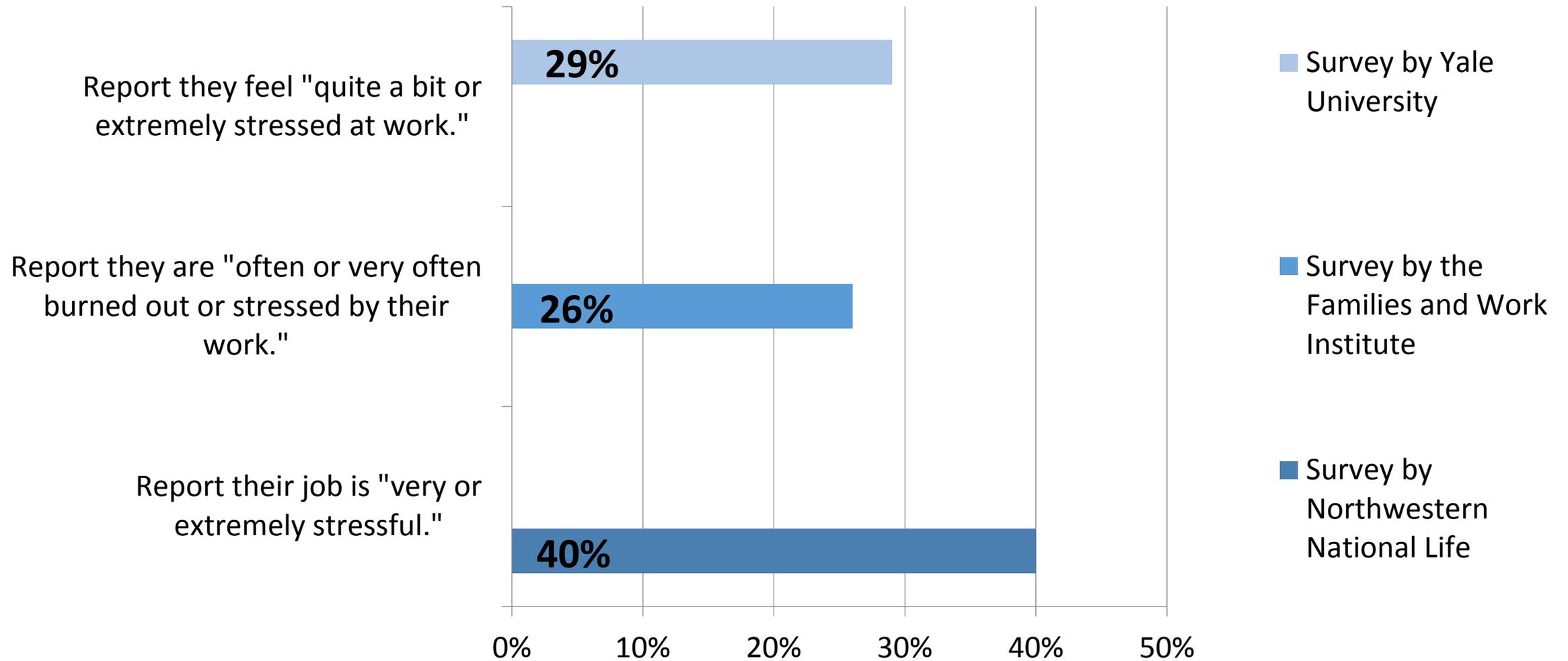
The Road to Burnout

- Every day is a “bad day”
- Caring about work or home seems like a waste of time
- Most of your day is spent doing tasks that you deem tedious and dull
- Belief that your job duties are insignificant



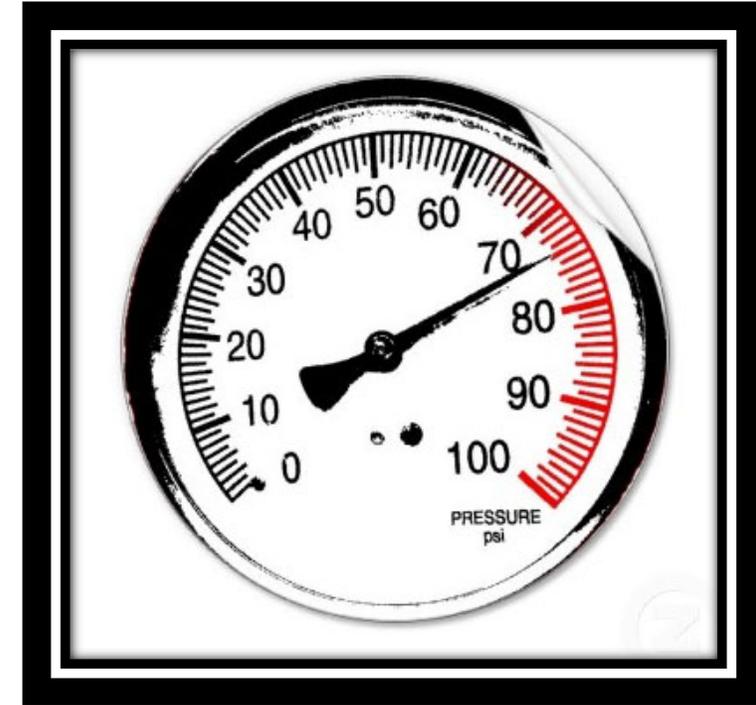


On-the-Job Stress



Common Causes of Burnout

- Excessive and prolonged stress
- Constant demands that seemingly cannot be met
- Having little or no control over your work
- Unclear job expectations
- Working in a hectic or high pressure environment





Common Causes of Burnout

- Not allowing time for relaxation and socializing
- Having too many responsibilities
- Lack of sleep
- Lack of close relationships





Effects of Burnout

- Reduction in productivity
- Being sapped of energy
- Poor diet and change in eating habits
- Feeling increasingly hopeless, cynical, and resentful
- Thoughts of having nothing more to give





The Stress Effect / Your Response

How Does Stress Affect You?

- Aches and Pains
- Energy Level and Sleep
- Feelings
- Other Emotional Signs

How Do You Respond?

- I eat to calm down
- I speak and eat very fast
- I rush around but do not get much done
- I work too much
- I delay doing the things I need to do
- I sleep too little, too much or both
- I slow down
- I try to do too many things at once





Dealing with Burnout: The Three R's

- **Recognize** – Watch for the warning signs of burnout
- **Reverse** – Undo the damage by managing stress
- **Resilience** – Build your resilience to stress by taking care of your physical and emotional health

R

R

R



Recognize Burnout

- Pay close attention to your feelings (emotional, mental, and physical) over a 3-5 day period
 - Try journaling
- Notice the difference in these feelings when your setting changes
 - Look for stress triggers:
 - place, time of day, people, diet, etc.
- Listen to those around you
 - Seek feedback / insight



Reversing Burnout

- Take care of yourself and make reducing stress **a priority**
 - Place emphasis on tasks you **can** control
 - Build in time for yourself to do satisfying and low stress activities
 - Work on one thing at a time





Resilience Against Burnout

- Build your ability to withstand stress
 - Exercise
 - Meditation & Guided Imagery
 - Deep Breathing
 - Stretching
 - Laugh





Resilience Against Burnout

- Partake in self-management activities
- Seek social support
- Change your approach





What Would You Do?

Scenario

- You're in the checkout line and the person ahead of you is making a return that is taking what seems like forever. As they chat with the cashier, you begin to feel impatient.
- The meal you or your child ordered isn't available. You have been thinking about this meal all day or you promised your child this meal.

Solution

- Think about the times that you have been the person making a lengthy return.
- Take a deep breath & remind yourself that the person in front of you isn't trying to make you late. Worry about what you can control.
- You: Think of this as an opportunity to try something new. You may like your new selection more than the original.
- Child: Tell them they can have it tomorrow or try a new restaurant if it will save a meltdown.





What Would You Do?

Scenario

- Your inbound call is taking a long time & you are late for a planned lunch with a coworker.
- You're restless in your sleep & the constant waking is making you upset.

Solution

- Realize that this isn't the first time this has happened.
 - Also, your coworker has likely gone through the same thing, so they should understand.
- Try meditation or guided imagery.
 - Close your eyes and imagine yourself in a peaceful place as you take deep breaths.
- Write down what is keeping you up.
 - Understand that it will be there in the morning





Take Charge! Live Well! Resources

- Personalized support to help you reach your health goals

Health
Coaching

1.866.556.2288



- Health behavior trackers
- Articles, videos, and more resources
- Recorded & live webinars

Web
Resources

ohio.gov/tclw





Stress Management Focus Area

Manage Focus Areas

Primary Focus Area
Stress Management Taking Action >>

This Focus Area is designed to help and support you as you practice healthy ways to deal with stress. The steps you'll find here are scientifically designed to reinforce positive stress management habits. Stick with them and you'll lay the foundation for a lifetime of healthy stress management.

Work the plan! See All Actions

6 action items completed.
Continue working on the actions below to earn more rewards and make more progress. Write ▾

WRITE Write in my journal a plan for dealing with unexpected situations or periods of distress. **COMPLETED**
or Maybe Later

WRITE Write in my journal about the benefits I notice from managing my stress effectively. **COMPLETED**

Trackers Add More Goals & Trackers

Personal Goal: Practice mindfulness Every Day from now on
THIS WEEK: STARTING ON: 12/18/2014
GOAL NOT MET Track ↑ 0% OVERALL SUCCESS >>

Action Items: Write, Do/Try, Learn, Consider

Personal Tracker Examples:
Mindfulness, Breathing, Meditation





Additional Resources

- Working Solutions (administered by the Union Benefits Trust)
 - Financial, Adult/Elder, Child/Parent, Convenience Services and more
 - (800)358-8515
 - benefitstrust.org
- Employee Assistance Program
 - Counseling Referrals, consultation and more
 - (800) 221-6327
 - ohio.gov/eap
- United Behavioral Health
 - 24-hours-a-day, seven-days-a-week telephone assessment and referral services
 - (800)852-1091
 - liveandworkwell.com





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THANK YOU!

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