



Bounce Back from Burnout!



Presented by
Jessica Hartung, CEO

Integrated Work
Boulder, Colorado



Integrated Work

Baldwin



“It says, ‘Take one step at a time.’
Wait a second, that can’t be right.”

After 4:30 Today

- Insights, action, transformation
 - If you practice a new approach, are you more or less likely to use it after the training?
- The brain changes constantly, building new neurological pathways - “neural wiring”
 - *“What gets fired, gets wired”*
- Individual behavioral change:
 - Awareness, Willingness, Skill



Integrated Work

- Non-Profit and Government Clients – Leaders of Service
- 12+ years focus on the human side effective workplaces
- Integrated Professional Development
- Synthesizing and Applying Research



Session Focus

- Preserve our ability to serve by preventing and addressing burnout
- Learn two practical tools – Real Deal[®] and CORE Strategy
- Manage the difficulties and demands in more productive and uplifting ways
- Communicate in ways that promote resilience in others, even in the most challenging circumstances



Opening Conversations

- What percentage of your waking hours are you “stressed out” or overwhelmed?
 - 1% (almost never) - 99% (almost all waking hrs)
- For you, what are the top two sources of being “stressed out” or “in danger of burning out”?
- What is at stake for you? What if you get burned out or remained burned out?



Defining Burnout

- How do you define “Burnout”?
- Term “burnout” was coined in late 70’s
- Experience moving from idealism and high expectations to waning enthusiasm, overwhelm and depleted energy
- Two types: short-term and long-term
 - **Short-term = situational**
 - **Long-term = life pattern**



Burnout is the ultimate outcome of chronic stress not managed

Burnout Happens Over Time

- **Phase 1:** Everything looks like a top priority: overextended, over-doing, feeling trapped
- **Phase 2:** Energy is diminishing, physical fatigue is increasing, shame and doubt enter
- **Phase 3:** You feel you are “going through the motions” to get through the day. You may feel detached and critical. Others notice.
- **Phase 4:** You feel joyless, spent, hopeless and powerless to change it. Empty inside. Too exhausted to think about anything but escape.



Of Note

- Some symptoms/phases may be perfectly normal and healthy responses to real life
- Not everyone will experience all the phases nor all the symptoms; these phases are a composite
- A specific event may trigger burnout for a short period of time and then it diminishes
- Phases of burnout are not linear, more spiral
- Denial is one of the key symptoms of burnout and may prevent people from taking action



15 Ways

- “Renew Your Spirit”
- Determine your own “menu” when you don’t need it
- Particularly helpful for short-term situational burnout



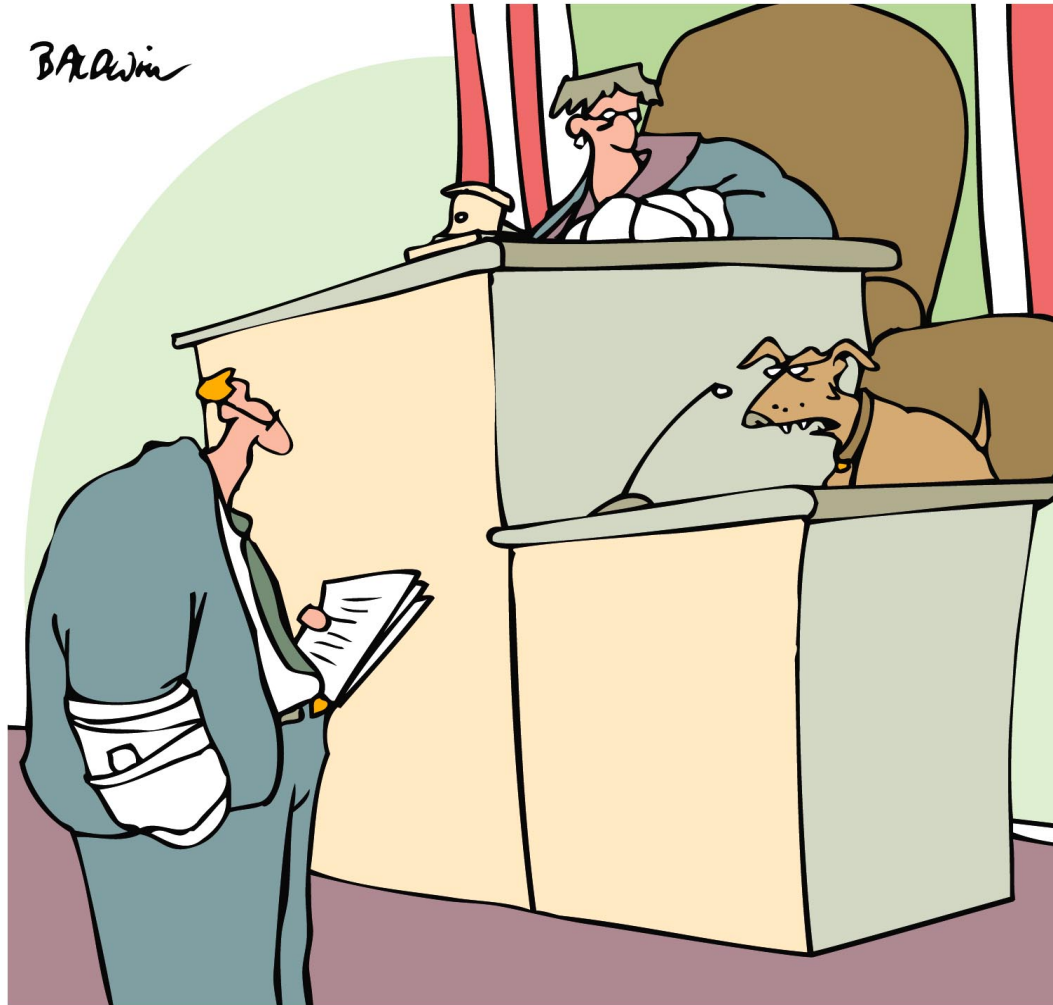
Stress and Communication

• Under intense pressure your communication style may change

- Experience Forgetfulness
- Be Unclear
- Defensiveness
- Trouble Concentrating

You may not be aware of these changes



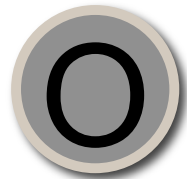


“OK, OK, you’ve made your point.
I’ll admit that sometimes when I feel
threatened, I snap.”

Building Resilience



CONTROL



OWNERSHIP



REACH



ENDURANCE



Implementing CORE

- Talk to your neighbor about 2-3 ways you can implement CORE to improve your situation



Leaders Communicating CORE

Focus On:

- What we can influence
- Who is doing what
- How we limit the downside and discover or maximize an upside
- Getting to the other side as quickly as possible



Mirror Cells



ORIGINATOR



OBSERVER

Why & How to Celebrate

- Why?
 - Small triumphs make a big difference
 - Renews focus on the goal
 - Keeps energy up
 - Programs for more success – neurologically and psychologically
- How?
 - Do something nice for yourself
 - Self-talk: “*Nicely Done*” “*Excellent!*”
 - Share with supportive people -- colleague, friend
 - Make progress list to review and appreciate



What Can We Do?

- Slow the pace
- Daily practices built into your life
- Monitor your burnout signs
- Listen to yourself
- Track your success
- Support one another

