Burnout AF (and frustrated):
Maintaining balance in instability

Judith Brannon, LMFT, PPS & Marcial Monzon, LCSW
MINDFULNESS
 ACTIVITY
MIND FULL OR MINDFUL?
WORKPLACE STRESSORS

What are some stressors you experience?

- Behavior issues (student, staff)
- Poor communication
- Workload
- COVID-19 Pandemic and changing laws
WARNING SIGNS

Empty Tank

Compassion Fatigue

Burnout

Impact on overall personal well-being
Burnout Definition
A syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment that can occur among individuals who work with people in some capacity” (MBI; Maslach et al, 1996)

Unresolved Workplace Stress
Chronic workplace stress that has not been successfully managed (WHO, 2019)

Personal Impact
Psychological (depression, anxiety)
physiological (headaches, fatigue, cold/flu-like symptoms

3 domains
Emotional Exhaustion
Depersonalization
Lack of sense of accomplishent
WARNING SIGNS

Empty Tank

Compassion
Fatigue

Burnout

Impact on overall personal well-being
SELF-CARE ATTITUDES

What comes to mind when you hear self-care?
SELF-CARE

What is it?

“Self-care can be understood as the free and autonomous choice of tools as well as the individual’s action on himself to maintain a quality of life in a responsible manner. It is the practice of activities that individuals perform on their own behalf for the purpose of preserving life, health, development, and well-being. It is to adopt measures of disease prevention and to control risk factors, to see healthy habits of life and to improve the way of life.” (Lima, et al, 2017, p. 4218).
SELF-CARE
What is it?

"Activities to maintain and promote emotional, physical, mental, and spiritual well-being to best meet professional responsibilities"
(American Counseling Association, 2014, p. 8)

Simply put...it's taking care of yourself!
SELF-CARE

Physical Condition

Pleasure / Exploration

Slow down

Community / Support

Awareness / Attention

Acceptance & Kindness

Priorities / Choices
SELF-CARE ACTION PLAN

SMART GOAL
What are some strategies you enjoy and CAN do, not should

BARRIERS TO SELF-CARE
-What might get in the way of using strategies?
  - Negative self-talk
  - Motivation / Discipline
  - Other people taking your time
  - Using other people’s goals

HOW CAN YOU ADDRESS CHALLENGES?
- Schedule it on your calendar
SELF-CARE ACTION PLAN

HOW CAN YOU ADDRESS CHALLENGES?
- Schedule it.
- Start the plan.
- Focus (Fully), Prepare for your own argument
- Think about how you see yourself in the

PHASE FOCUSING/REFOCUSING TO KEEP YOUR PLAN
- Pre-phase
- In-phase
- Post-phase
PRE-PHASE (INITIATING)
- Take Control (when overwhelmed with goals)
- Start thinking about your day and **plan** it. It is
- Think about how much you want to do, how much you can do, and still respect your goals. Identify your best path.
- Identify your excuses (re-focus)/ remain ++++
- Think about how you will see yourself in action and what to expect/ familiarize phase
- Answer: Why I can? How I will?

IN PHASE (EXECUTION)
- Remember, While you are in action, enjoy the action
- Perform with purpose with the exclusion of everything else
- Savor your actions/ focus step by step in that moment
- Follow your plan and execute!

POST PHASE (MONITORING)
- Do not focus on what went wrong, but focus on improvement
- Know that because you “did” you are on your path
- Praise yourself, Plan to Plan your day
- Understand this will improve your performance
# Self-Care Strategies

Self-care varies from person to person as it is a personal matter. It relates to activities you can do to "fill up your tank" and promotes overall well-being.

The following are examples of strategies for different areas of self-care. Please note this list is not exhaustive. You are encouraged to find strategies that meet your needs, align with your values, and are applicable to your life and situation.

<table>
<thead>
<tr>
<th>Physical</th>
<th>Mental</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stretching</td>
<td>Disconnect from electronic devices</td>
</tr>
<tr>
<td>Deep breathing</td>
<td>Positive self-talk</td>
</tr>
<tr>
<td>Exercise</td>
<td>Learn new skill</td>
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<tr>
<td>Dancing or other physical activity</td>
<td>Continue education</td>
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<tr>
<td>Going for a walk or hike</td>
<td>Pursue new interests/hobbies</td>
</tr>
<tr>
<td>Develop regular sleep routine (8-9 hours)</td>
<td>Seek professional support (therapy)</td>
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<tr>
<td>Nutrition (eat regularly, healthy meals)</td>
<td>Reading / Writing</td>
</tr>
<tr>
<td>Regular health/medical visits</td>
<td>Brain games</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Emotional</th>
<th>Spiritual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Journaling</td>
<td>Prayer and Meditation</td>
</tr>
<tr>
<td>Write 3 good things you did each day</td>
<td>Self-reflection</td>
</tr>
<tr>
<td>Express emotions in healthy ways</td>
<td>Read Scripture</td>
</tr>
<tr>
<td>Counseling / Therapy</td>
<td>Devotion</td>
</tr>
<tr>
<td>Acknowledge my own accomplishments</td>
<td>Spend time in nature</td>
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<tr>
<td>Engage in positive activities</td>
<td>Participate in a worship community</td>
</tr>
<tr>
<td>Interact with positive, uplifting people</td>
<td></td>
</tr>
<tr>
<td>Listening to uplifting music</td>
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<tr>
<td>Spend time with family or friends</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Professional / Work</th>
<th>Financial</th>
</tr>
</thead>
<tbody>
<tr>
<td>Take lunch breaks</td>
<td>Prepare a budget</td>
</tr>
<tr>
<td>Positive relationships with coworkers</td>
<td>Plan for the future (investments, retirement)</td>
</tr>
<tr>
<td>Work-Life Balance</td>
<td>Communicate about money in healthy ways</td>
</tr>
<tr>
<td>Use sick leave</td>
<td>Pay off debt</td>
</tr>
<tr>
<td>Take vacations</td>
<td>Understand how money impacts your quality of life</td>
</tr>
<tr>
<td>Consult with peers, supervisor</td>
<td>Prioritize spending</td>
</tr>
<tr>
<td>Professional Development</td>
<td></td>
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<tr>
<td>Time management</td>
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</tbody>
</table>

# Self-Care Plan

<table>
<thead>
<tr>
<th>Name:</th>
<th>Date:</th>
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<tbody>
<tr>
<td>My goal is:</td>
<td></td>
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</table>

I can make these small changes as I work towards my goal:

What are some signs that let me know I need to dedicate time for self-care?

<table>
<thead>
<tr>
<th>Spiritual</th>
<th>Mental</th>
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<tbody>
<tr>
<td>Possible challenges:</td>
<td>Possible Challenges:</td>
</tr>
<tr>
<td>Plan to address these challenges:</td>
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</tbody>
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<table>
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<th>Physical</th>
<th>Emotional</th>
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</thead>
<tbody>
<tr>
<td>What might get in the way?</td>
<td>Possible Challenges:</td>
</tr>
<tr>
<td>Plan to address these challenges:</td>
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</tr>
</tbody>
</table>

How might you feel if you implement these strategies?

How often do I plan to use these strategies?
COVID-19 AND YOUR MENTAL HEALTH

While we are familiar with viruses like the common cold and the flu, the coronavirus (COVID-19) is new and presents a situation that none of us could have imagined a few short months ago. The fact that it is extremely contagious has resulted in business closures, social distancing, and quarantine measures which have disrupted our daily lives. It is more important now than ever to pay attention to mental health during this time of isolation and uncertainty.

YOUR CONCERNS ARE VALID

There are many reasons that you might be concerned or worried about COVID-19. Some of the most common are:

- Getting sick
- Passing the virus onto others, especially those that are high-risk
- Adjusting to a new reality for an uncertain amount of time
- Taking care of and supporting your family
QUESTIONS & ANSWERS
References


THANK YOU

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