

From Burnout to Balance:

A Therapist's Guide to Mental Resilience in the Workplace




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Reflection:

What does workplace burnout feel like?

What is Burnout and how does it impact mental health?

Burnout is a syndrome conceptualized as resulting from **chronic workplace stress** that has not been successfully managed. It is characterized by three dimensions:

- 1) Feelings of energy depletion or exhaustion;
- 2) Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- 3) Reduced professional efficacy

The impact of burnout on an individual's mental health can be **profound**, leading to depression, anxiety, and even physical health problems, such as heart disease and high blood pressure.

Understanding Burnout

Burnout occurs when we feel **overwhelmed, emotionally drained, and unable to meet constant demands**. As the stress continues, we begin to lose the interest and motivation that led us to take on a certain role in the first place.



Presentation Agenda

Why talk about burnout?

- Understanding burnout
- Recognizing the signs
- Exploring strategies for prevention
- Discussing organizational changes
- Building resilience and considering coping strategies
- Encouraging a culture of well-being

Top five causes of US employees burnout at work

51%
Workload

45%
Staff Shortages

42%
Work-Life
Balance

38%
Lack of
communication

34%
Time Pressures

Causes of Burnout

Work-related factors

High workload
and job demands

Poor work-life
balance and blurred
boundaries

Mismatch between
job and personal
values.


Sense of injustice or
unfair treatment.

Lack of control over
work tasks and
decision-making


Inadequate support
from supervisors
and colleagues

Lack of recognition
or reward for good
work.


Causes of Burnout - Personal-related factors




Perfectionism
and unrealistic
expectations




Difficulty setting
boundaries and
saying no



Neglecting self-care
and prioritizing
others' needs over
one's own





Causes of Burnout – Societal factors




Cultural norms
that glorify
overwork and
sacrifice



Economic pressures
and job security



Stigma
surrounding
mental health and
seeking help



What does this look/**feel** like?

McKinsey & Company has called this
"The Great Exhaustion"

Exhaustion: mental, physical, emotional

You may notice it is difficult to engage in activities you normally find meaningful.



Signs and Symptoms

Physical:

- Chronic fatigue and sleep disturbances
- Headaches, muscle tension, GI issues
- Weakened immune system and increased susceptibility to illness



Signs and Symptoms

Emotional:

- Feelings of helplessness, hopelessness, and irritability
- Mood swings, anxiety, depression
- Loss of enjoyment in previously pleasurable activities
- Sense of failure, self doubt, and feeling trapped



Signs and Symptoms

Behavioral:

- Withdrawal from social interactions and increased isolation
- Decreased productivity and difficulty concentrating
- Escapist behaviors such as substance abuse or excessive screen time



Reflect on the past few months of your work and personal life.

Consider factors like workload, stress levels, work-life balance, emotional exhaustion, and personal fulfillment.

How would you rate your current potential for experiencing burnout?

(Use the scale below to guide your reflection.)

- **Very Low Potential:** I feel balanced and fulfilled.
- **Low Potential:** Occasionally, I feel stressed, but generally, I manage well.
- **Moderate Potential:** I often feel pressured and find it challenging to maintain a healthy work-life balance.
- **High Potential:** I frequently feel drained and have little time for relaxation or personal interests.
- **Very High Potential:** I am constantly overwhelmed with work demands.

Impact



Individual

Impaired cognitive functioning and decision-making

Increases risk of depression, anxiety, and substance abuse.

Strained relationships with colleagues, friends, and family members


Decrease job satisfactions and career disillusionment

Organizational

Increased absenteeism and turnover rates

Decline in productivity and performance

Negative impact on workplace culture and morale




Recognizing Burnout in Yourself and Others

Self-Assessment

- Take stock of your physical, emotional, and behavioral symptoms
- Reflect on changes in your work performance and interpersonal relationships.
- Be honest with yourself about your level of job satisfaction and overall well-being





Recognizing Burnout in Yourself and Others

Observing others




- Pay attention to signs of distress or changes in behavior.
- Offer support and encouragement to colleagues who may be struggling.
- Foster open communication and create a safe space for discussing mental health concerns.



The Importance of Mental Resilience

Mental Resilience: The ability to mentally or emotionally cope with a crisis or to return to pre-crisis status quickly. Resilience exists when individuals use mental processes to promote wellbeing and protect themselves from the negative effects of stressors.



Enables individuals to adapt to stress and adversity in the workplace.

Helps in managing and overcoming failure or criticism.

Facilitates recovery from setbacks without long-term psychological harm.



Benefits of Developing Mental Resilience

Building mental resilience is crucial not just for facing current challenges but also for preparing for future adversities.

Emotional Stability: Reduces the likelihood of experiencing negative emotions from stress.

Physical Health: Linked to lower rates of mortality and aging-related diseases.

Adaptability: Improves the ability to adapt to change and uncertainty.

Performance: Enhances problem-solving and decision-making skills under pressure.



Mental Resilience as a Protective Factor Against Burnout

Mental resilience not only helps in coping with stress but also acts as a buffer against the development of burnout.

Cognitive Flexibility: Allows individuals to reframe negative situations into opportunities for growth.

Emotional Regulation: Helps manage and reduce feelings of anxiety and depression associated with chronic stress.

Optimism: Fuels a positive outlook that enhances engagement and satisfaction with one's work.



Reflection:

What does resilience means to you personally?

Bring to mind a time when you demonstrated your mental resilience in the workplace.



Strategies for cultivating Mental Resilience

Self-awareness and
mindfulness techniques

Engage in relaxation exercises
such as deep breathing,
journaling, meditation, yoga

Incorporate physical activity into
your daily routine to reduce
tension and improve mood

Develop healthy coping
mechanisms such as creative
expression or spending time in
nature



Coping Strategies and Self-Care Practices

Establishing boundaries and
practicing assertiveness

Learn to prioritize your own needs
and set realistic expectations

Practice assertiveness and
communicate your limits
effectively

Delegate tasks and seek support
when necessary



Coping Strategies and Self-Care Practices

Building a support network

Reach out to trusted friends, family members, or colleagues for emotional support

Consider seeking professional help from a therapist

Join support groups or online communities to connect with others who are experiencing similar challenges

Prevention Strategies:

Creating a Resilient Workplace Culture

Organizational support through empathetic leadership, mental health awareness, and proactive wellness programs can significantly impact employees' resilience and overall well-being.

Some cultural components:

- Promote work-life balance
- Open Communication and Destigmatization
- Resources and Training
- Respect Boundaries



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Group deep breathing activity

**Practical Tips for Immediate
Implementation**

Reflective Prompts

Here are some additional prompts to support your awareness of burnout in your life, as well as your capacity for mental resilience:

- **Reflect on the past month and identify the top three stressors in your work life.** Describe how each one makes you feel and why.
- **Reflect on what resilience means to you personally.** Can you identify any habits or attitudes that might be undermining your resilience? How might you address these?
- **Imagine your ideal work environment and role that promotes your mental health and well-being.** What does it look like? How does it differ from your current situation? What steps could you take toward this vision?



In Conclusion...

We've explored the impact of burnout, the importance of mental resilience, strategies for cultivating resilience, and steps towards creating a resilient workplace culture.

By showing up today, you are demonstrating to yourself and your organization that your wellbeing matters. Burnout may be prevalent, but it is both preventable and reversible with the right awareness, support, and intervention.



Thank you!

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