



BURNOUT, PRODUCTIVITY AND WELL-BEING:
ADDRESSING PUBLIC HEALTH STAFF
CONCERNS IN A POST-COVID ERA

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BEFORE WE BEGIN, TELL ME...

1. Why did you pick this session?
2. What causes you stress at work?

OBJECTIVES

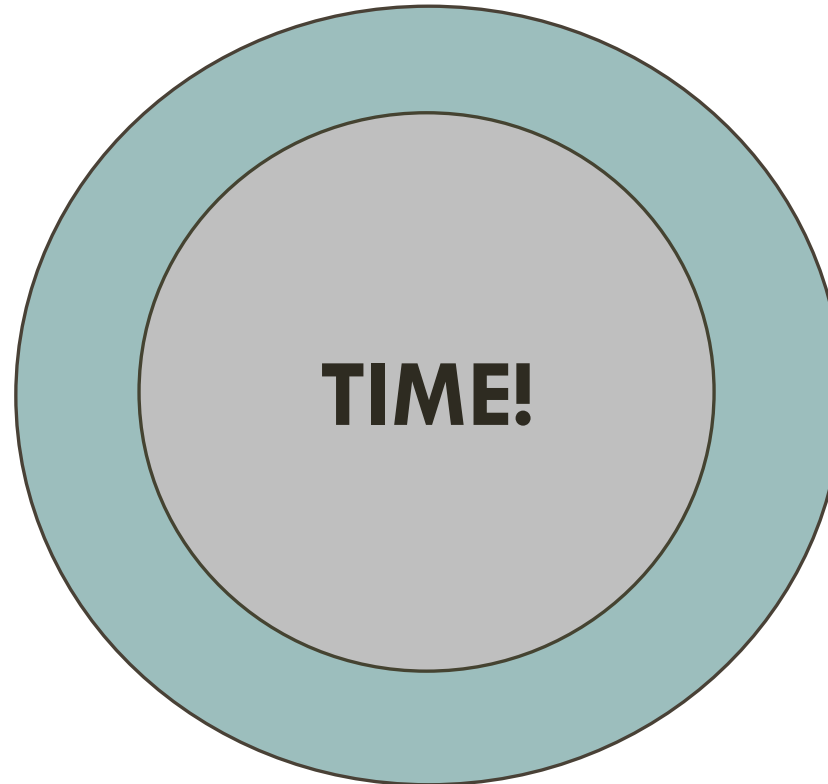
After the session, participants will be able to:

1. Define and identify indicators of burnout
2. Identify components of well-being
3. Better understand their needs after self-assessment
4. Use tools learned to reduce stress and symptoms of burnout
5. Express the **next best** steps to improve well-being and reduce symptoms of burnout

YOU, and what YOU can control!

CONNECTION BEFORE CONTENT

What has been
your greatest
accomplishment
so far?



Chapter One

I walk down the street.
There is a deep hole in the sidewalk.
I fall in.
I am lost . . . I am helpless.
It isn't my fault . . .
It takes forever to find a way out.

Chapter Two

I walk down the same street.
There is a deep hole in the sidewalk.
I pretend I don't see it.
I fall in again.
I can't believe I am in this same
place.
But it isn't my fault.
It still takes a long time to get out.

Chapter Three

I walk down the same street.
There is a deep hole in the
sidewalk.
I see it there.
I still fall . . . it's a habit . . . but,
My eyes are open.
I know where I am.
It is my fault.
I get out immediately.

Chapter Four

I walk down the same street.
There is a deep hole in the
sidewalk.
I walk around it.

Chapter Five

I walk down another street.

Autobiography in Five Short Chapters
by Portia Nelson

WHAT IS WELL-BEING?



Multi-dimensional

Influenced by many factors

Don't make too many changes at once

Find things that can impact multiple dimensions

WHAT IS BURNOUT?

A state of chronic physical and emotional exhaustion, often accompanied by feelings of cynicism and detachment from work, and a sense of reduced professional efficacy.

INDICATORS OF BURNOUT

Loss of Professional Identity:

1. A sense of detachment from one's role and responsibilities.
2. Reduced satisfaction and pride in one's work.
3. Questioning value and purpose of one's job.

Physical Symptoms:

1. Persistent fatigue and low energy levels.
2. Frequent headaches or muscle pain.
3. Changes in sleep patterns,
4. More frequent illnesses.

Emotional Symptoms:

1. Increased irritability and impatience.
2. Feeling overwhelmed or helpless.
3. Mood swings and heightened anxiety.
4. Loss of motivation and a sense of hopelessness.
5. A pervasive sense of emptiness or numbness.

Cognitive Symptoms:

1. Reduced concentration and memory problems.
2. Difficulty making decisions and solving problems.
3. Increased self-criticism and a negative self-concept.
4. Preoccupation with work even when not at work.

Behavioral Symptoms:

1. Withdrawal from work-related and social activities.
2. Increased use of alcohol or drugs as a coping mechanism.
3. Neglect of personal needs and self-care.
4. Procrastination and avoidance of work tasks.

Interpersonal Symptoms:

1. Increased conflicts and reduced tolerance with colleagues and supervisors.
2. Decreased empathy and compassion for coworkers.
3. Isolation and social withdrawal.
4. Difficulty in maintaining personal relationships.

Reduced Work Performance:

1. Decreased productivity and efficiency.
2. More frequent errors and mistakes.
3. Missed deadlines and increased absenteeism.
4. Decreased creativity and innovation.

CAUSES OF STRESS AND BURNOUT (AT WORK)

- ❖ Lack of priorities and/or organization
- ❖ Lack of boundaries
- ❖ Lack of/poor communication
- ❖ Unclear expectations; Lack of Performance Measures
- ❖ Lack of focus/mission
- ❖ Lack of autonomy

ESSENTIAL COMPONENTS OF WELL-BEING

- ❖ Purpose in life
- ❖ Self-acceptance
- ❖ Positive relations with others
- ❖ Autonomy
- ❖ Environmental mastery
- ❖ Personal growth (growth mindset)

Internal Locus of Control Impacts ALL Components

MINDFULNESS



Mind Full, or Mindful?



Working definition from Jon Kabat Zin

REFRAMING

Your Thoughts Matter



WHEN FEELING:

TRY:

"This is too much"

"I'm SO behind"

"I messed up"

"This isn't working"

REFRAME

Time Management

- Same 24 hours in a day
- How are we spending that time?

Self Management

- What do we have control of?
- What do we value?
- What do we need?
- How do we want to show up?

<u>DOING</u>	<u>BEING</u>
accomplishing reacting behaviour driven conscious driven by success changing answering Answer to How	self aware insightful values driven unconscious not afraid to fail transforming questioning Answer to Why

CHECKING IN

Picture yourself driving a car. The car will be a metaphor for your life. What do you see?



Gas tank

How full is my tank?
What is my speed?
Check engine light is on or off?
Anything that needs my attention?



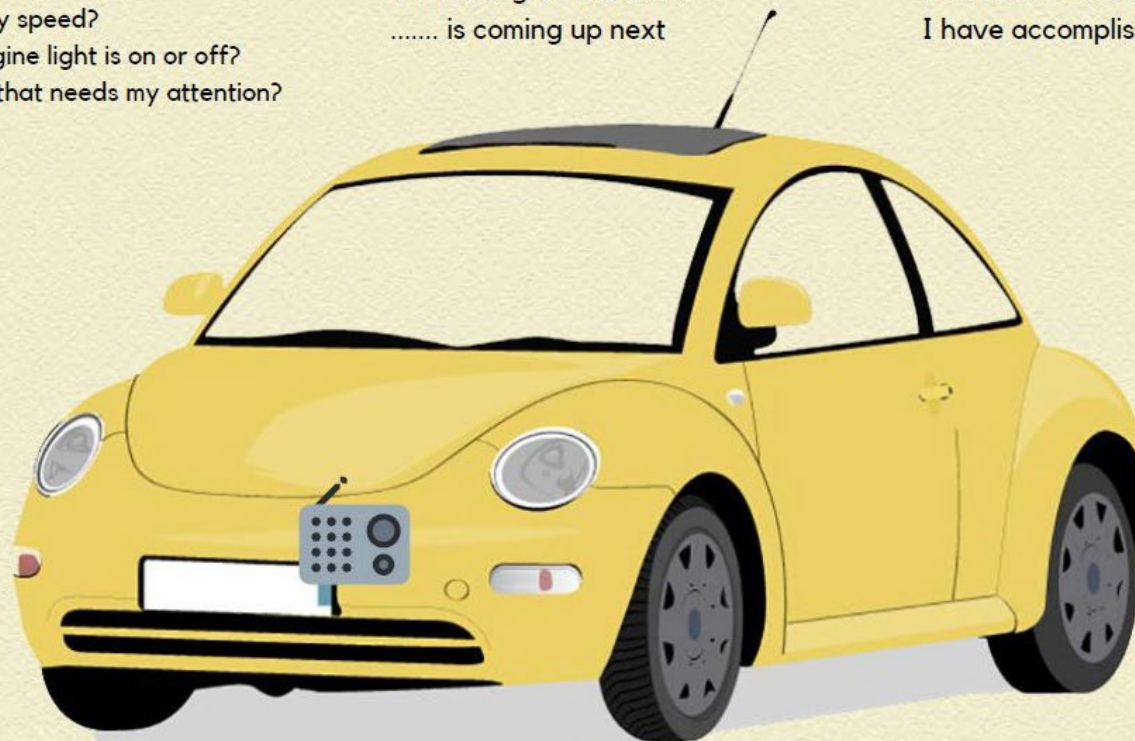
Front window

I'm looking forward to
..... is coming up next



Rearview mirror

I have overcome
I have accomplished



Radio

What's on playing on the radio?
What's inspiring me?



Seat

Who's sitting next to me?
What does my support system look like?

LOCUS OF CONTROL

I CANNOT CONTROL:
(so, I can LET GO of these things)

Teresa was drinking a can of soda. She left it on top of the computer, even though her boss asked her to remove it. When a coworker knocked it over, the computer short-circuited. When her boss asked her about it, she said, "I will focus on these things)"

I CAN CONTROL:
(I will focus on these things)

External Locus (I CANNOT CONTROL):

- circumstances I can't deal with
- the people's actions & reactions
- pandemics, illness & disasters
- how long things last
- weather
- the happiness of others

Internal Locus (I CAN CONTROL):

- my actions & reactions
- my use of knowledge & skill to help others
- giving grace to others
- my attitude
- my self-care & boundaries
- my work ethic & moral standing
- the beliefs & attitudes I hold
- predicting what will happen

Illustration: A wolf howling at a full moon.

Source: TheCounselingTeacher.com

VALUES AND FINDING YOUR WHY

Accountability
Achievement
Adaptability
Adventure
Altruism
Ambition
Authenticity
Balance
Beauty
Being the best
Belonging
Career
Caring
Collaboration
Commitment
Community
Compassion
Competence
Confidence
Connection
Contentment
Contribution
Cooperation
Courage
Creativity
Curiosity
Dignity
Diversity
Environment
Efficiency
Equality

Ethics
Excellence
Fairness
Faith
Family
Financial stability
Forgiveness
Freedom
Friendship
Fun
Future generations
Generosity
Giving back
Grace
Gratitude
Growth
Harmony
Health
Home
Honesty
Hope
Humility
Humor
Inclusion
Independence
Initiative
Integrity
Intuition
Job security
Joy
Justice

Kindness
Knowledge
Leadership
Learning
Legacy
Leisure
Love
Loyalty
Making a difference
Nature
Openness
Optimism
Order
Parenting
Patience
Patriotism
Peace
Perseverance
Personal fulfillment
Power
Pride
Recognition
Reliability
Resourcefulness
Respect
Responsibility
Risk -taking
Safety
Security
Self-discipline
Self-expression

Self-respect
Serenity
Service
Simplicity
Spirituality
Sportsmanship
Stewardship
Success
Teamwork
Thrift
Time
Tradition
Travel
Trust
Truth
Understanding
Uniqueness
Usefulness
Vision
Vulnerability
Wealth
Well-being
Wholeheartedness
Wisdom

Write your own:

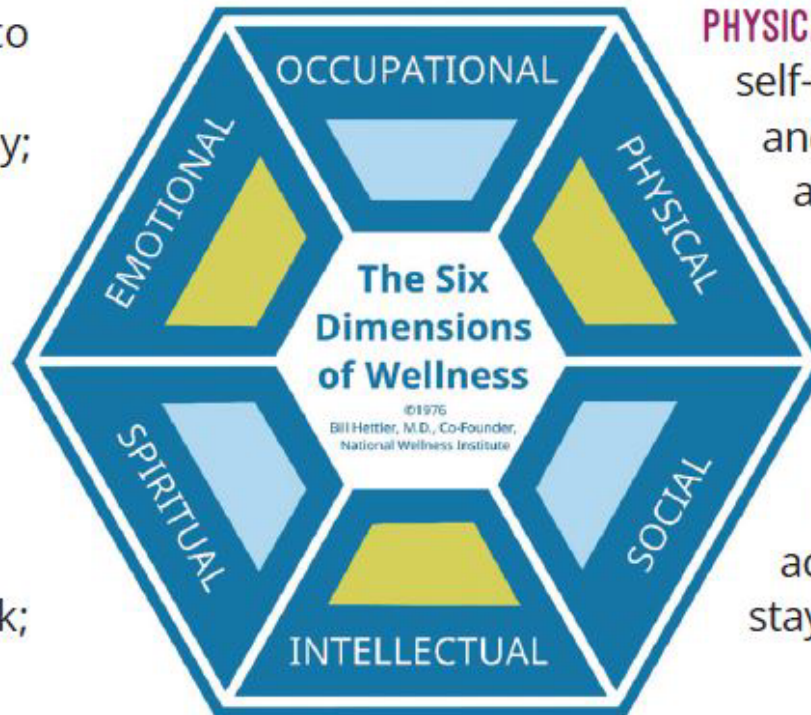
SIX DIMENSIONS OF WELLNESS

STEP 1 Review the Six Dimensions of Wellness (See full description at NationalWellness.org/6Dimensions)

SPIRITUAL: sense of purpose; connecting to a higher power; meaning in life; knowing one's values; awareness of life as a journey; tolerance; integrity

EMOTIONAL: acceptance of feelings; management of emotions and stress; ability to center; resilience; attuned to others emotions

OCCUPATIONAL: financial health; ability to share gifts, talents, and skills through work; satisfying career; sense of achievement

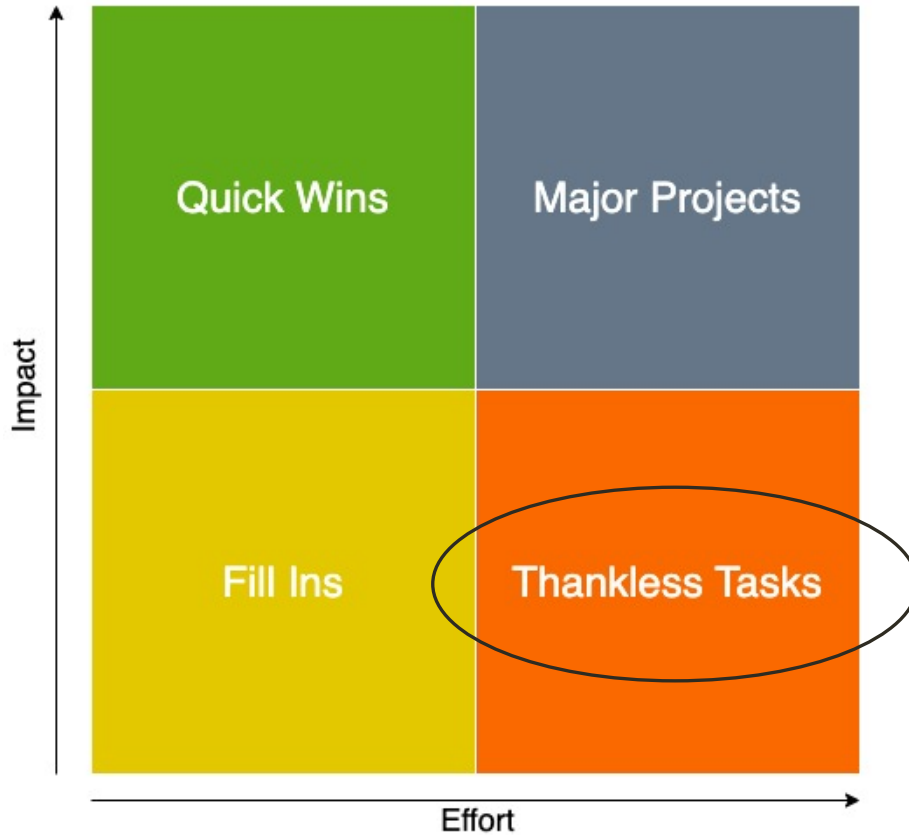


PHYSICAL: regular exercise; healthy nutritional habits; self-care; monitoring vital signs; sense of vitality and energy; avoidance of alcohol, drug misuse, and tobacco use; connection to nature

SOCIAL: positive connections; encouraging community; giving and receiving social support; intimacy; compassion; love

INTELLECTUAL: creativity; stimulating mental activities; learning; reading; problem-solving; staying current with events you enjoy

ESTABLISHING BOUNDARIES



	Urgent	Not Urgent
Important	<p><u>Quadrant I</u></p> <ul style="list-style-type: none">• Crisis• Pressing problems• Deadline driven projects	<p><u>Quadrant II</u></p> <ul style="list-style-type: none">• Relationship building• Finding new opportunities• Long-term planning• Preventive activities• Personal growth• Recreation
Not Important	<p><u>Quadrant III</u></p> <ul style="list-style-type: none">• Interruptions• Emails, calls, meetings• Popular activities• Proximate, pressing matters	<p><u>Quadrant IV</u></p> <ul style="list-style-type: none">• Trivia, busy work• Time wasters• Some calls and emails• Pleasant activities

TAKE ACTION!

Accelerate

Accomplish

Achieve

Write

Utilize

Advance

Decrease

Process

Generate

Initiate

Overcome

Plan

Continue

Standardize

Simplify

IN CONCLUSION

- ❑ Self-assess: multiple ways and often
- ❑ Manage your self to manage your time
- ❑ Determine what you can control
- ❑ Match your priorities to your values
- ❑ Practice mindfulness and self-awareness techniques

Thank You!