

# Recognizing and Managing Burnout

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MESA/STEM



# Burn●out (aka: running out of gas)

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*noun*

noun: **burnout**; noun: **burn-out**

**1.**

- the reduction of a fuel or substance to nothing through use or combustion.

**2.**

- a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress



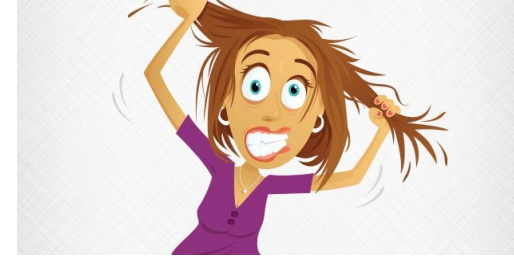
# Who is At-Risk for Burntout?

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- One of those road hazards in the life of high-achievers
- I can do it all and am passionate about what I do = harder to see it coming
- Working long hours, exceedingly heavy work loads, enormous pressure on self to excel = ripe for burnout

# Stressors

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- Physical Stressors
  - Head aches, stomach problems, fatigue
- Familial Stressors
  - Relationship problems with parents, spouses, siblings
  - Financial obligations
  - Commitments
  - Expectations
- Spiritual Stressors
  - Questioning spiritual values of beliefs
  - Neglecting beliefs
- Social stressors
  - Loss of connections
  - Negative connections
- Academic Stressors
  - Exams
  - Assignments
  - Schedules

# A state of chronic stress that leads to:

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- physical and emotional exhaustion
- cynicism and detachment
- reduced productivity
- feeling of ineffectiveness and lack of accomplishment
- It does not happen suddenly
- It creeps up over time like a slow leak
- Makes it hard to recognize
- But there are warnings – watch for them
- Your drive, enthusiasm, passion, and energy are all GREAT qualities, and are getting high jacked by stress.

Sign:

# Physical and Emotional Exhaustion

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- Chronic fatigue
- Insomnia
- Forgetfulness/impaired concentration and attention
- Physical symptoms – chest pain, heart palpitations, shortness of breath, dizziness, headaches, stomach aches
- Increased illness
- Loss of appetite
- Anxiety, depression, anger

Sign:

Cynicism, Detachment, Ineffectiveness,  
Lack of Accomplishment

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Loss of enjoyment

Pessimism

Isolation

Detachment/disconnected

Feelings of apathy and hopelessness

Increased irritability

Lack of productivity and poor performance

Sign:

# Behavioral

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- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early



# Overcoming Burnout (a weakened state)

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- Take some rest
- Take inventory
  - Make a list of situations that cause stress, anxiety, worry, frustration, hopelessness – don't rush developing the list
- Evaluate how to modify the situations to reduce stress, implement, and remodify if needed
- In recovery, say NO to any new commitments
- Delegate, delegate, and delegate again
- Control your gadgets
- Socialize
- Lessen the workload
- Reduce the need for perfection
- Seek support



# 3 Uncommon Strategies to Manage Stress

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## Rediscover nature

- Hike
- Sunsets
- Toes in grass, dirt, etc
- Deep breaths of pine, ocean, etc
- Walk on the beach

## Give back

- Community service
- Help a friend, family member

## Work to resolve conflicts

- Current
- Past

# Keeping Your Spark

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- Stay committed to basic maintenance
  - Sleep 6-8 hours
  - Eat well and regularly
  - Drink H2O
- Just trying harder doesn't work, practice daily relaxation, breath, pay attention to your body
- Saying NO is OK, downsize
- Routinely exercise daily and breath
- Look for the positive, not focus on the negative
- Seek balance in your day and eliminate tasks that do not contribute to your #1 priority, disconnect a bit

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You are NOT alone

Help others

Look out for one another

Remind one another to breath

Exercise together

Keep one another positive

Share your story

