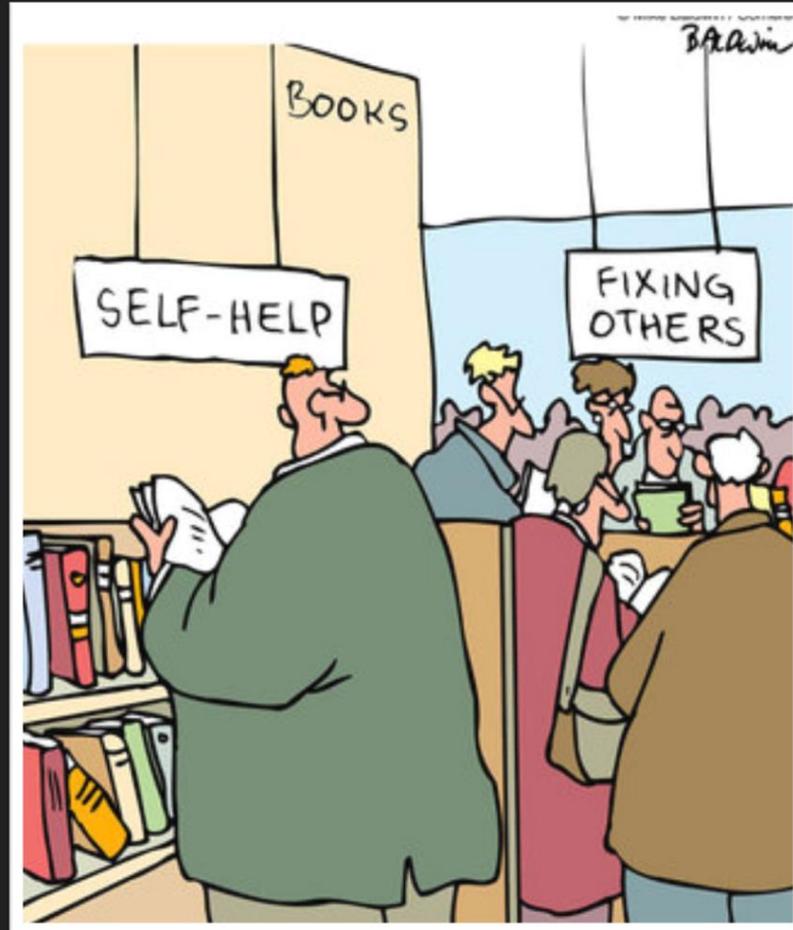


Burnout, Self Care and Revitalizing the Team

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Avoiding Burnout



On the Road to Burnout

- Every day is a bad day.
- Caring about your work or home life seems like a waste of energy.
- You're exhausted all the time.
- You dread going to work.
- The majority of your day is spent doing tasks you find mind-numbingly dull or overwhelming.
- You feel nothing you do makes a difference or is appreciated.

What is Burnout?

- Emotional exhaustion, depersonalization, and decreased sense of personal accomplishment.
- Prolonged response to chronic emotional and interpersonal stressors on the job, as defined by dimensions of exhaustion, cynicism, and inefficacy.
- Burnout includes feeling empty, devoid of motivation, and hopelessness, as though you are drowning in responsibilities and “all dried up.”

It's perfectly natural to
burnout and breakdown.

That's what robots do.



som_{ee}cards
user card

Contributing Factors

- Work pressure: quantitative aspects of workload
- Mental load: demands of concentration and attention
- Emotional load: how demanding emotionally employees/customers
- Work autonomy: how much control or influence one has in his or her work.
- Home Life



Protection from Burnout

- Flexibility and some control in execution of job.
- Higher education.
- Variety of job duties
- Ability to set one's schedule.
- Noticing and enjoying the small things.
- Observing progress.
- Working on a team (cited as most rewarding).
- Having a clear work role.
- Quality supervision.
- Quality self care and relationships outside of work.

Personal Recovery/Self Care Strategies

- Slow down & take breaks
 - You need time to rest, reflect, and heal
- Get support
 - Friends, family, supervisors, colleagues
- Re-evaluate your goals and priorities
 - Take time to think about your goals, hopes, and dreams
 - Are you neglecting something that is truly important to you?

Effective Communication Tips

- Focus on the issue, not the person
- Focus on finding a solution
- Show concern and respect
- Repeat back what the person has said
- Don't interrupt
- Clarify if you are unsure

Tips to Improve Your Communication Skills



Improve the workplace

- Celebrate Success
- Problem Solve
- Practice emotional self-management
- Encourage work/life balance
- Promote positive mental health



Supportive Work Environment

- Promote positive mental health in the workplace
- Understand and prevent issues that contribute to stress and mental health concerns
- Support employees who develop concerns
- Develop effective policies to reintegrate and employ those who have mental health concerns

What can employers do?

- Improve working conditions
- Reorganize poor working processes
- Increase control over work and empowerment
- Include employees in decision making
- Improve communication and feedback
- Encourage and strengthen social support
- Further training and education
- Balancing efforts and rewards

Strategies to Energize!

- Focus on what matters
- Create a 'not to do' list
- Walk and Talk

<https://www.inc.com/alison-eyring/these-5-strategies-will-keep-your-employees-energized.html>

Getting your team back on track for the 2019/20 year

- Debrief 2018/19
- Go over board with appreciation
- Ask team members what they need from you/each other in 2019/20

<https://www.americanexpress.com/en-us/business/trends-and-insights/articles/3-team-building-skills-to-help-get-your-team-back-on-track/>

“Showing an authentic personal concern for staff, may be one of the few organizational variables that have a demonstrated association with service outcomes”

-Alimo-Metcalfe et al. 2008



Get Back To Life

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510 4th Street South
Fargo, ND 58103
- 701-476-7200
- Prairie St. John's Hospital is open 24-hours a day, 7 days a week. Counselors are on call to help assess for mental illness and substance use.
- Appointments can be made for the same day and we also accept walk-in appointments.
- If you are in need of treatment or just have a question you can call us at 701-476-7200 anytime.