

Strategies for Stress Management: Preventing Burnout in the Workplace

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What Is stress?

– *The **perception** that **demands** outweigh **resources***

– *Evolutionarily, stress was a **GREAT** **adaptation!***

What happens in your body when you're "stressed"?

- *Release of Epinephrine and Norepinephrine*
 - Increase in Sympathetic nervous activity
 - Decrease in Parasympathetic nervous activity
- *Release of Cortisol*
 - Hypothalamic-pituitary-adrenal axis

How do you feel when you're "stressed"?

- *Headaches*
- *Anxiety*
- *Muscular tension*
- *Hypertension*
- *Heartburn, indigestion and ulcers*
- *Fatigue*
- *Weight gain*

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**Burnout** is an official medical **diagnosis**, World Health Organization says

CNN - May 27, 2019

(CNN) It's a feeling of extreme work stress that's long been embedded in the cultural lexicon, and now it might be codified in your medical ...

Burnout is officially a medical condition, according to the World Health ...

USA TODAY - May 28, 2019

Burnout is an official **diagnosis** for many employees

Knoxville News Sentinel - May 29, 2019

Burnout is now a recognised condition – and that's more important ...

Opinion - The Independent - May 29, 2019

Burnout Was Just Named an Official Medical Condition (You Might ...

In-Depth - Inc.com - May 28, 2019

World Health Organization classifies work "**burnout**" as an ...

Opinion - CBS News - May 28, 2019

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Forbes - May 29, 2019

It's not an official medical **diagnosis** yet. But **burnout** from work is now a "syndrome" in the 11th edition of the International Classification of ...Workplace **Burnout** Now a Syndrome, According to WHO

Business News Daily - May 29, 2019

Burnout is now an official medical **diagnosis**, says the World Health ...

CNET - May 29, 2019

How doctors **diagnose** and treat **'burnout'**

WSBT-TV - May 30, 2019

So Tired: Doctors Can Now **Diagnose** You With **Burnout**

Futurism - May 29, 2019

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KMVT - 1 hour ago

According to the World Health Organization the feeling of **burnout** can now be classified as medical **diagnosis** associated in a workplace environment.Job **burnout**: How to spot it and take action

NBCNews.com - May 28, 2019

And that struggle can lead to an all-too-familiar feeling: **burnout**. ... a benchmark for health **diagnosis**, to include the following identifiers to help ...Workplace **burnout** is all too common. Here's how to tell if you're affect...

ABC News - 14 hours ago

Burnout used to be classified as a problem related to life management, but last week the World Health Organisation re-labelled the syndrome ...How to pull back from the brink of **burnout**

In-Depth - The Times - 19 hours ago

What Is Burnout?

May 2018 – Burnout is included in the ICD-11 as an occupational phenomenon

- *Feelings of energy depletion or exhaustion*
- *Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job*
- *Reduced professional efficacy*

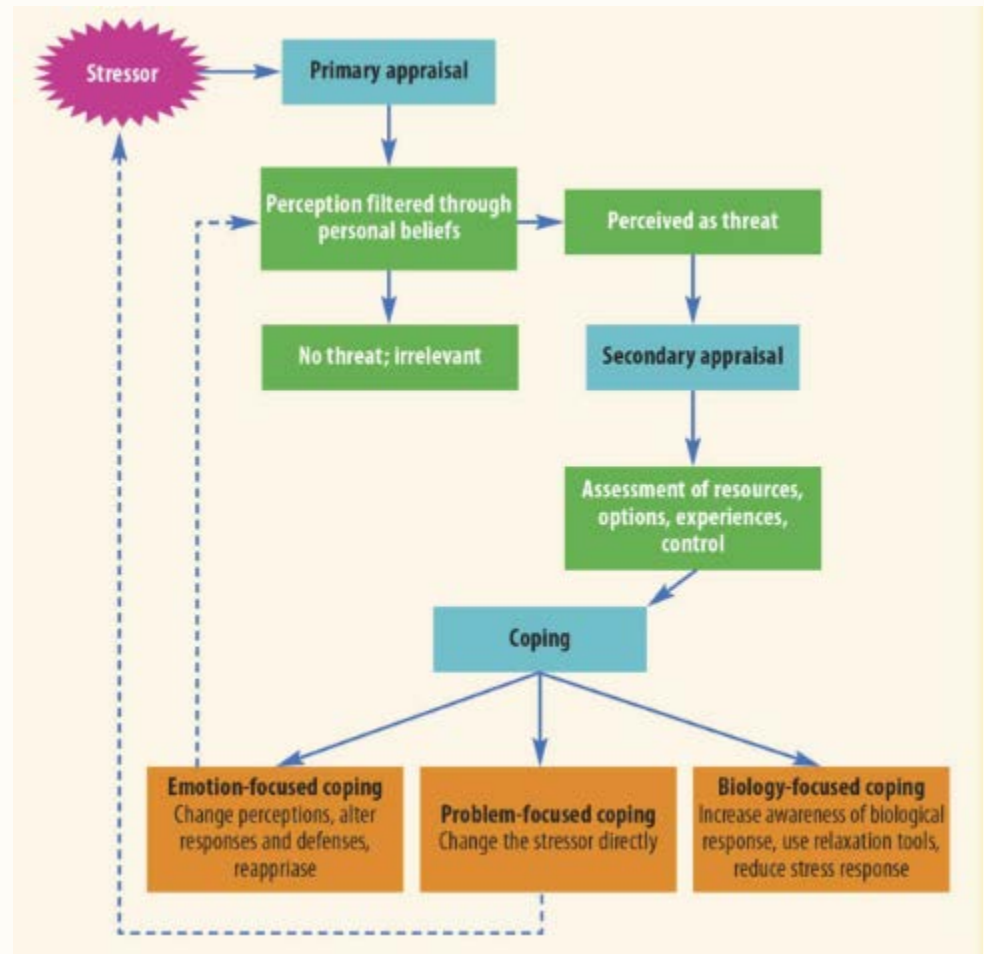
What Is Stress?

– The **perception** that **demands** outweigh **resources**

Change the perception

Decrease the demands

Increase the resources



Change the way your body feels about stress

- Exercise regularly – keep blood flowing, regulate blood pressure, release endorphins
- Stretch – release muscle tension, take some time to be quiet/undistracted
- Meditate – recite a positive mantra, slow breathing, calm the mind

Change the way you think about stress

– ***Avoiding***- *Can you:*

- Avoid a person who causes you stress?
- Avoid taking on more than you have time for?
- Leave a particular situation?

Change the way you think about stress

– ***Altering***- Can you:

- Ask someone to change their behavior?
- Change your environment?
- Manage time better?
- Make goals more realistic?
- Ask someone to help you?

Change the way you think about stress

– *Adapting- Can you:*

– Change your thinking – Is this worth getting upset over?

– Change your actions – Slow down, take time for yourself?

– Change your feelings – practice relaxation, exercise?

Learn to work “in the zone” –Decisional Graphing

	Urgent	Not Urgent
Important		
Not Important		

**What percentage of the day do you spend
in each zone?**



Main Take Away:
Change the way you think about stress

Change the perception

Decrease the demands

Increase the resources

Questions?
Comments?

Thank you!