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
What Is Burnout?

Burnout is an official medical diagnosis, World Health Organization says

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

Burnout is an official recognition for some employees.

Burnout is now a recognized condition – and that’s more important...

Burnout was just named an Official Medical Condition (You Might Want to Know)

World Health Organization classifies work “burnout” as an...

How To Tell If You Have Work Burnout, Now A WHO Syndrome

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

Burnout recognize as a medical diagnosis

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

Workplace burnout is all too common. Here’s how to tell if you’re affected...

Burnout used to be classified as a problem related to life management, but last week the World Health Organization re-labelled the syndrome...

How to pull back from the brink of burnout
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?
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

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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!