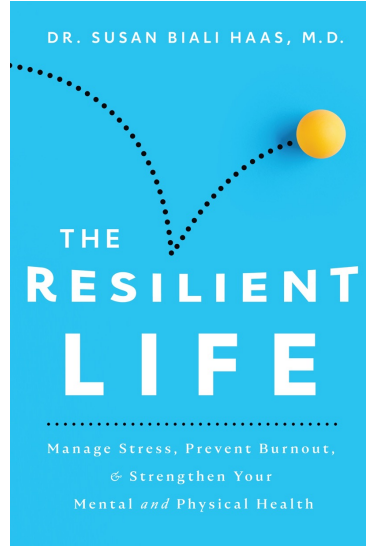# Burnout Prevention & Stress Reduction

In Today's Wild World

DR. SUSAN BIALI HAAS MD

My story.

My
new
story.

Burnout: What is it?

- Recognized as syndrome WHO ICD-11 2019

- "Occupational Phenomenon"

- 3 levels of drivers:

  Organizational/Team/Individual

Burnout: 3 Key Components

01

Emotional
Exhaustion

Get checked:
Depression
overlap/other
diagnoses

02

Cynicism/
Depersonalization

Your brain's way
to survive the
day

03

Reduced Efficacy or
Accomplishment

"Should I even be
doing this?"

Work-related risk factors

"6 Areas of Worklife"

Leiter, M., Maslach, C. (1999)
Six areas of worklife: A model of the organizational context of burnout.
J Health Hum Serv Admin

Areas of Worklife

1) **Work overload/workloads**

Organizational/Team shifts
Personal strategies
(e.g. plan, prioritize, delegate, watch perfectionism)

2) **Lack of control over work**

Identify/ask for what you (or your people) need
- what would help
- what you need to do your work best
- removal of irritations/obstacles

Areas of Worklife

3) Workplace community issues

(e.g. incivility, lack of support)

*https://rework.withgoogle.com/blog/five-keys-to-a-successful-google-team/

Identify/ask for/provide instrumental support (knowledge, skills training, mentorship)

_____

Emotional support - ask how people are / share how you are

_____

Create psychological safety* to:
- take risks
- make mistakes
- ask questions
- be vulnerable

Is your personality putting you at risk for burnout?

- Introvert

- Agreeableness (Yes-Person)

- Conscientousness (The "Extra-Miler")*

*Cross, R., Rebele, R., Grant, A. Collaborative Overload (2016, Jan-Feb) Harvard Business Review

Build a Boundary Management Strategy

INTEGRATIVE STYLE
(no clear boundaries: physical/temporal/mental)

- Carry work stress into personal life
- Personal texts/calls while working
- Check work emails in personal time
- Think or talk about work (excessively) when with family/friends or relaxing

SEGMENTATION STYLE
(**Predictor of individual well-being + better work**)

- Ritual to end day / "What Went Well"
- "Do not disturb" on in day
- No checking email certain times/days
- Train your brain to be fully present in personal life / fully present at work

Build a Boundary Management Strategy

What are **3 ways that your work crosses boundaries** into your personal life?

What are **3 ways that you could create stronger boundaries** between the two?

Mind-Body Medicine:

Helping Brain & Body
Bounce Back from Stress

Dr. Herbert Benson (Harvard):
 "The Relaxation Response"

Our thoughts drive our stress levels
(Key: Break that everyday train of thought)

10-20 min: 24 h impact
"RR" activities =
breathing / yoga / tai chi / meditation etc.

"Micro" Technique: The 4-6-8 Breath

- Breathe in through nose (4 count)

- Hold (6 count)

- Breathe out through mouth or nose (8 count)

Mindfulness: Benefits of Practice

- *What is mindfulness?*

- Stress reduction

- Reduces worrying/anxiety

- Improved mood

- Decreased emotional reactivity

- Improved focus

- Enhanced creative problem solving

- More cognitively flexible/adaptive to stress

- Free apps: UCLA Mindful, Insight Timer

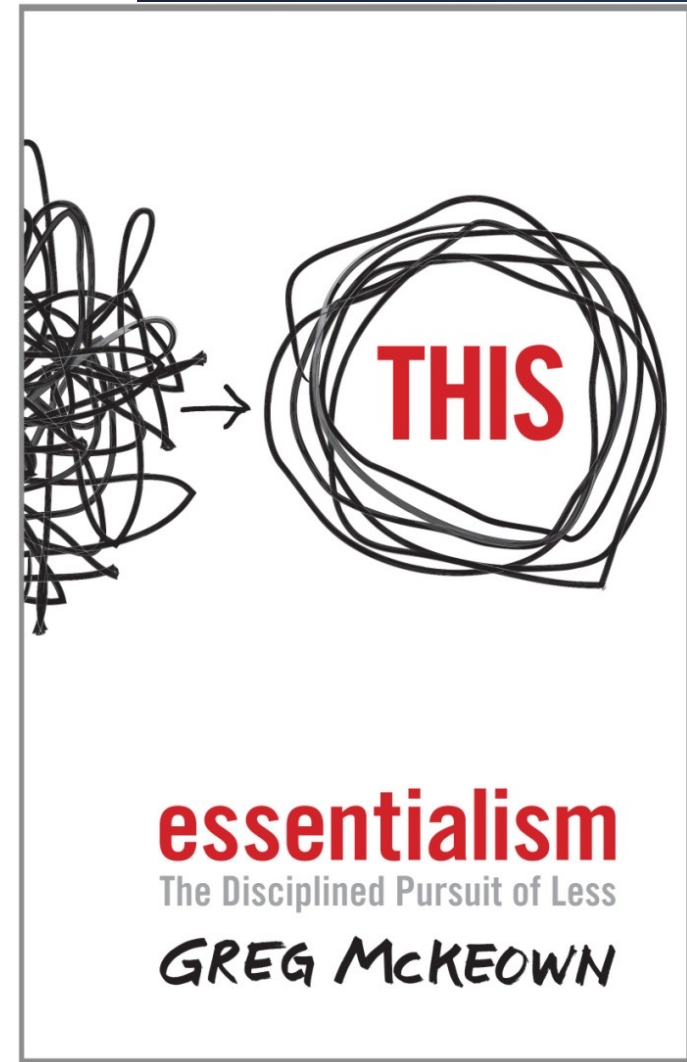- Smart Watch – e.g. Apple Watch "Mindfulness"

Make time for what matters most

by knowing what's ESSENTIAL.

"Essentialism"

- Identify your top 4 priorities

- Live as if they ARE your priorities!

- Become proficient at saying NO

- Learn to say NO to good or even great things…not just things you don't want to do

My homework for you.

1) Identify your top 4 life priorities

2) Ask yourself: How is the "health" of each of these areas? (0-10)

3) What is **one** simple way I can take better care of **one** area that is suffering/neglected?

4) From now on, give yourself permission to CHOOSE WHAT MATTERS.

Thank you.

Dr. Susan Biali Haas, M.D.

Social: @drsusanbiali
ThriveWorkLive.com