



Leadership Forum Network

September 19, 2022

GREETINGS

HI

WELCOME

HELLO

HOWDY

GLAD YOU'RE HERE

Community Norms



Start and end on time



Commit to supporting fellow leaders



Hear and respect all voices



Take an inquiry stance



Presenter Information

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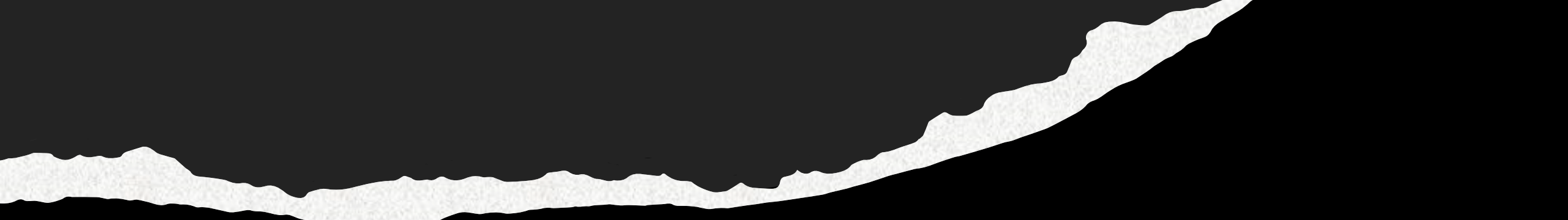


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*“I cannot take on one more thing.
Not one.*

*I have nothing left for myself, my family,
even the kids...and isn't that why I am
supposed to be here in the first place?”*





"The paycheck I receive does not match the amount of work I am given and the overtime I work to try and complete it all."



“Self-Care? What is that and where will I fit that in? There are days when I forget to pee until I get home from school and activities at 6pm.”

Sound Familiar?

What are other comments related to feeling stressed and burned out that you have heard from your faculty, staff...or even yourself?

When you hear these comments,

- 1) Are they coming home with you at night?
- 2) What do you do? How do you receive them?
- 3) Do you? Or what do you do with this information?



Our FOCUS today
is on assessing
burnout in YOU
and others and
examine ways to
create wellness!

Self-Assessment: Where are you/your staff currently?

STEP 1: COMPLETE THIS BRIEF ASSESSMENT:

- Burnout Assessment Tool (BAT)
 - Assesses symptoms of Burnout (does used for diagnosing)

STEP 2: PROCESS IT

- Why is it important to regularly self-assess like we just did?
- How do we keep self-care at the forefront and/or as a priority when there are so many other tasks and people vying for our attention?

Identifying, Intervening, & Mitigating Against Professional Burnout

What is burnout?
WHO recognizes
it as an
"occupational
phenomenon"
(5-minutes)



What is Burnout?

- According to the World Health Organization (2022) burnout is defined as *“a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:*
 - feelings of energy depletion or **exhaustion**;
 - increased mental distance from one’s job, or feelings of negativism or **cynicism** related to one's job; and
 - reduced **professional efficacy**.”



Terminology

- Common terms used
 - Burnout
 - Compassion Fatigue
 - Secondary Traumatization
 - Stressed
 - Run-down
 - Emotionally exhausted
 - *What else have you heard/experienced?*
- Our Conceptualization
- For most, it is a gradual process....

Potential Causes of Job Burnout

- **Lack of Control**

An inability to influence decisions that affect your job (e.g., your schedule, assignments, supervisor)

- **Unclear Job Expectations**

Unclear about the degree of authority you have or what your supervisor or others expect from you

- **Dysfunctional Workplace Dynamics**

Being undermined by colleagues; Micromanaged; Disconnection between leadership and employees

- **Extremes of Activity**

When a job is chaotic and requires the need for constant energy or resources to remain focused

- **Lack of Social Support**

Feeling isolated at work and in personal life might cause you to feel more stressed

- **Work-Life Imbalance**

If your job takes too much of your time and energy that you don't have the energy to spend with your family and friends this can lead to burn out quickly

Any others you can think of or that have impacted your personally or indirectly?

(Yang et al., 2020)

Mindfulness Exercise



- **What is Mindfulness?**
 - American Psychological Association describes mindfulness as "a moment-to-moment awareness of one's experience without judgment" (Davis, 2012).
- **Benefits of Mindfulness**
 - Helps reduce stress and anxiety
 - Lower blood pressure
 - Improve Sleep
 - Improve Concentration/Focus
 - Improve Emotional Regulation (Hulsheger, Feinholdt, & Lang, 2013)
- **Let's Practice...**
 - Body Scan Exercise
 - Processing

Practical Strategies to Reduce Burnout

Moments of
Mindfulness...
Prevention starts with
awareness of the signs
of burnout.

"Choose Your
People/Supports"

Engage in personal
counseling, continued
supervision (with
multiple supervisors?),
consultation, or utilize
EAP services

Analyze, Prioritize, &
Advocate for your
professional self

Exercise/Activity

Conscious Breathing

Ways to Identify & Advocate for Those Experiencing Burnout

IDENTIFY

- Share your observations with the person.
- Be open, supportive, and available.
- Listen and fully seek to understand their circumstance or perspective.
- Brainstorm ways to intervene and assist without burning out yourself.
 - Assess your own boundaries.
 - Know going into the discussion how much time you have to commit.
- Supervisors (Merriman, 2015)
 - Seek feedback regularly, role model/promote work/life balance, monitor workload/scheduling, consider employee benefits

ADVOCATE

- Avoid and/or call out dismissive communications
- Normalize and focus on solutions
- Encourage them to identify and utilize external supports
- Practice [Emotional Hygiene](#) (17-min TEDx Talk)

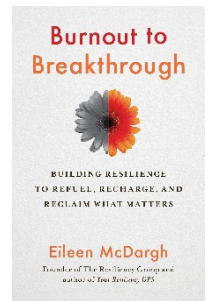
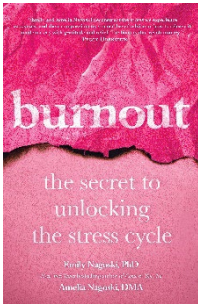
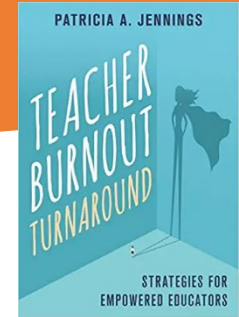
(Skovholt et al., 2001)




Additional Resources for BURNOUT


READING


- BOOK: Jennings, P. (2020). *Teacher burnout turnaround: Strategies for empowered educators*. W. W. Norton & Company.
- BOOK: Nagoski, E., & Nagoski, A. (2019). *Burnout: The secret to unlocking the stress cycle*. Ballentine Books.
- BOOK: McDargh, E. (2020). *Burnout to breakthrough*. Berrett-Koehler Publishers.



WRITING

APP: *Penzu* for secure journaling 

APP: *Grid Diary* for templated journaling 

APP: Calm 

LISTENING

PD: [PESI Example](#)

PODCAST: [Fried: The Burnout Podcast](#)

A black and white photograph of a person walking up a wide staircase. The person is silhouetted against a bright light source at the top of the stairs, creating a strong backlight effect and lens flare. The staircase is flanked by dark, textured walls with metal handrails. In the background, a multi-story building with many windows is visible. The overall mood is one of upward movement and hope.

Moving Toward Wellness



What is Wellness?

Wellness is a strengths-based approach defined as “A way of life oriented toward optimal health and well-being, in which body, mind, and spirit are integrated by the individual to live life more fully within the human and natural community. Ideally, it is the optimum state of health and well-being that each individual is capable of achieving” (Myers et al., 2000, p. 252).

DISCUSS IT (or put in the chat)...What does Wellness mean to YOU? What does it look like? Feel like?

Self-Care vs. Wellness

- **WELLNESS:** “the WHAT”...a general orientation towards optimum health and well-being.
- **SELF-CARE:** “the HOW”...a generalized term that defines how you treat yourself and care for your health and wellness.
 - Includes multiple dimensions.
 - Each area requires care, attention and intentional behavior
 - Inter-related

(Lawson & Myers, 2011)



Thoughts on these?

True self-care is not soft baths and chocolate cake. It is making the choice to build a life you don't need to regularly escape from.



Bill Marklein

@employhumanity



Culture is how employees' hearts and stomachs feel about Monday morning on Sunday night. 🌙🕒

Practical Strategies to Maintain Wellness

Social Connection & Support- “the power of a walk or talk”

- Include 'tactical pauses'/debriefing; normalizing the experience; asking for feedback

Start practicing the skill of self-care while you're feeling good

- Be proactive...schedule in your “well checks” often! Start, maintain, end the year with this in mind.

Start Small

- Be reasonable with what you have or can do!

Planning Your Wellness

- Alright...we took the time to assess our current state of burnout and/or wellness early in the session...after learning more about each topic, let's now engage in the planning aspect.
- Slow down, Get Support, Re-evaluate goals & priorities...and let's normalize imbalance.
- [Wellness Template](#)

MY WELLNESS PLAN

Things that maintain my wellness...

I am well

Things that decrease my wellness at this state...

Things that increase my wellness from this state...

I am struggling, uncomfortable, but still relatively ok

Things that decrease my wellness at this state...

Things that increase wellness from this state...

I need some help from friends and other professionals

Things that decrease my wellness...

Emergency Contact Person:

Phone #

Ways to Identify & Advocate for Those Experiencing Wellness



Acknowledgement



Sharing tips....what is working?



Increasing/encouraging accountability



Boundary Setting



Team or Committee in the workplace



Engagement Activities

(Barnett et al, 2007; Brown et al., 2020; Venart, Vassos, & Pitcher-Heft, 2007)

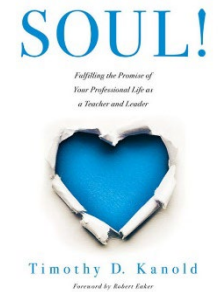
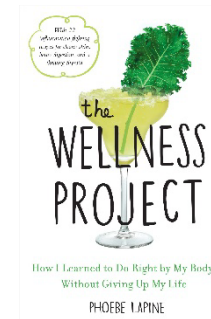
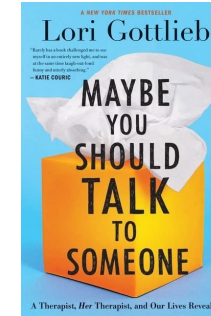
Additional Resources For WELLNESS

READING

- BOOK: Gottlieb, L. (2019). *Maybe you should talk to someone: A therapist, her therapist, and our lives revealed*. Houghton, Mifflin, Harcourt Publishers.
- BOOK: Lapine, P. (2016). *The wellness project: How I learned to do right by my body, without giving up my life*. Penguin Random House.
- BOOK: Kanold, T. (2021). *SOUL!* Solution Tree.

WRITING

- APP: *Gratitude: Self-Care Journal*
- APP: *Headspace (mindfulness and meditation)*
- APP: *My Water Balance*



LISTENING

PODCAST: [Why we're burned out and what to do about it](#)

PODCAST: [TED- Health](#)



Questions?

References

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- Venart, E., Vassos, S., & Pitcher-Heft, H. (2007). What individual counselors can do to sustain wellness. *The Journal of Humanistic Counseling, Education and Development*, 46(1), 50–65.
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- Yang, Y., Hayes, J., Owen, J., Hilsenroth, M., & Sandage, S. (2020). Causes and consequences of burnout among mental health professionals: A practice-oriented review of recent empirical literature. *Psychotherapy*, 57(3), 246-436.



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The image features a white rectangular area with a subtle drop shadow, set against a background of solid yellow. On the left side, there are two vertical yellow bars of different heights. On the right side, there is a large yellow L-shaped block that frames the white area. The text "Let's Discuss It!" is centered within the white area.

Let's Discuss It!

First and foremost,

- What are YOU doing for YOU?
- How will you get there or what are you already doing to get/be/stay well?



Do you have a **policy or procedure** in place IF someone is truly burned out/not professionally functioning?

If so, what is included? How is it handled?



What are YOU doing in your
building to encourage
faculty/staff wellness?

Initiatives, committees, acknowledgement etc.



🌐 When poll is active, respond at **PollEv.com/laurastabler160**

📱 Text **LAURASTABLER160** to **22333** once to join

Future Topics for Discussion



No responses received yet. They will appear here...

Leadership Forum Network

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

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- ☐ November 21
- ☐ January 23
- ☐ March 20
- ☐ May 22

10:00 AM - 11:00 AM

Leadership
Forum
Network

(Private)

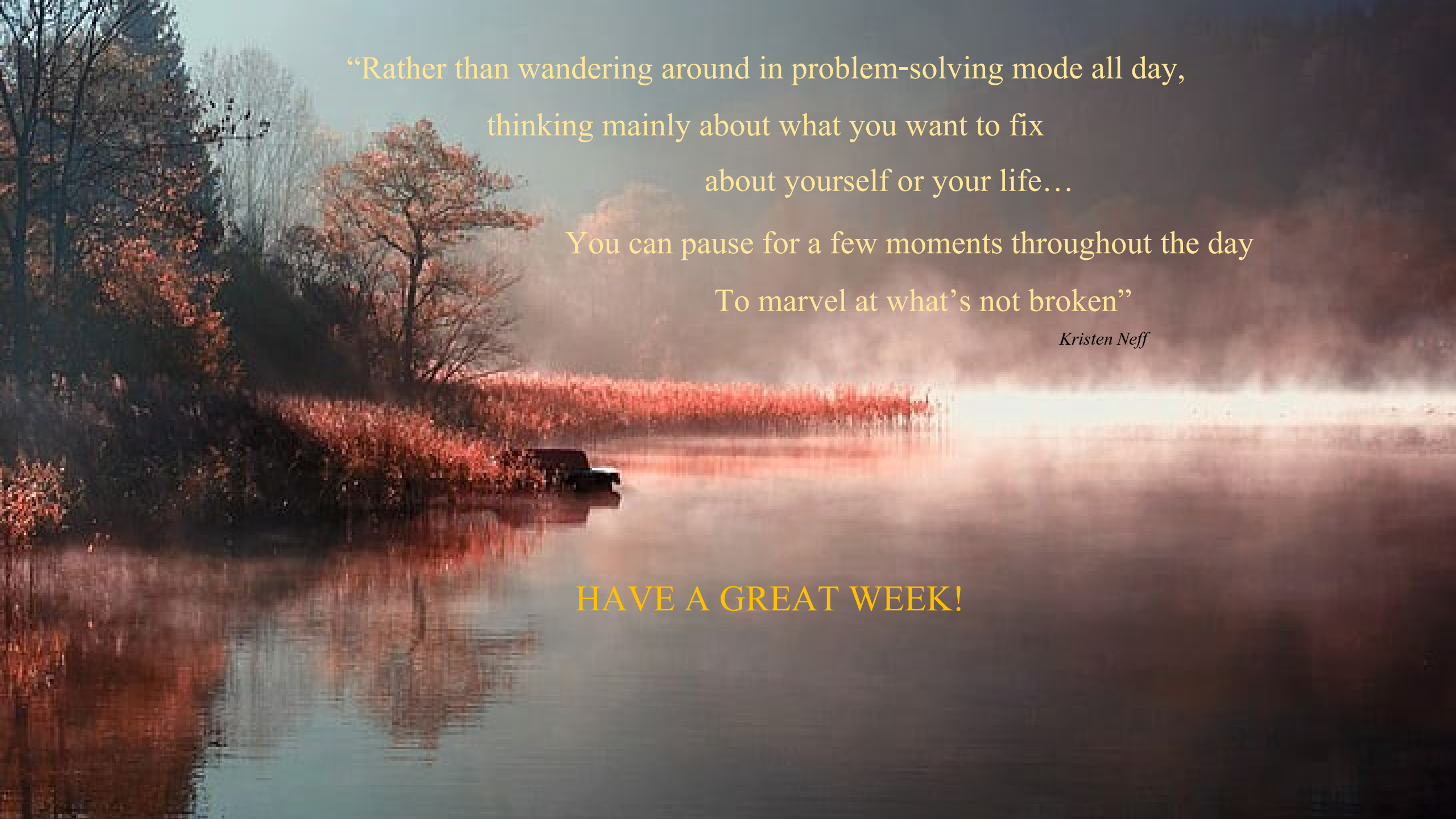


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“Rather than wandering around in problem-solving mode all day,
thinking mainly about what you want to fix
about yourself or your life...

You can pause for a few moments throughout the day
To marvel at what’s not broken”

Kristen Neff

HAVE A GREAT WEEK!