



Experiences with & Strategies for Overcoming **Burnout**



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Hard Conversations

*Working together for a
healthy campus community.*




Defining burnout

WHO describes it as "a syndrome ... resulting from chronic workplace stress that has not been successfully managed."



Three key dimensions:

- 1) Feeling **exhaustion** / energy **depletion**
 - 2) Increased mental **distance** from your job or feelings of **negativity/cynicism** related to your job
 - 3) **Reduced** professional efficacy
- 
- A decorative graphic in the bottom right corner. It shows a green hand with fingers spread, reaching upwards towards a blue hand that is also reaching upwards. The blue hand is positioned slightly higher and to the right of the green hand.




global costs of burnout

\$1 trillion in productivity losses

\$190 billion in health-care costs

120,000 deaths

example: Japan's Karoshi hotline experience



What percentage
of the global
workforce is
engaged at work?



How about in the
US?

Source: Gallup data

COVID has made things much worse.

- 89% said work life was getting worse.
- 85% said well-being had declined.
- 56% said job demands had increased.
- 55% said they could not balance home & work life (53% said because of homeschooling).
- 25% felt unable to maintain close connections with family, 39% with colleagues, and 50% with friends.
- 21% rated their well-being as "good"; 2% rated it as "excellent."

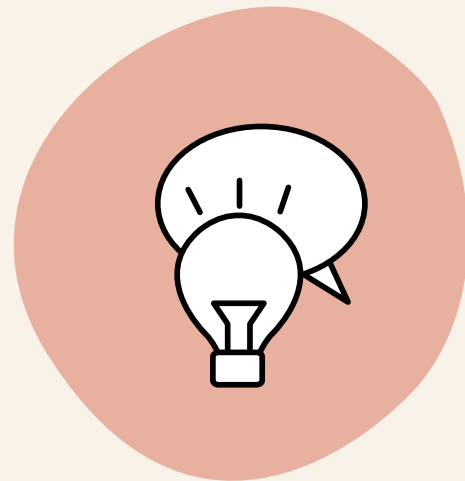
Source: Harvard Business Review survey of 1500 respondents in 46 countries, conducted in fall 2020.

Six most common triggers for burnout



- 1 Workload
- 2 Perceived lack of control
- 3 Lack of reward or recognition
- 4 Poor relationships
- 5 Lack of fairness
- 6 Values mismatch

Personalities at higher risk



Neuroticism



Introversion



Perfectionism

What has been
your experience
of burnout since
2020?



OK, now what?

Strategies to reduce & avoid
burnout



Good? bad? news
You cannot fix all of
the triggers for
burnout.





Let's talk about the stress cycle.

Emily Nagoski, PhD
Amelia Nagoski, DMA





How stress affects your brain - Madhumita Murgia



TEDEd

HOW CHRONIC STRESS AFFECTS YOUR BRAIN



Watch on  YouTube

How to complete the stress cycle



Physical activity**



Breathing



Laughter



Affection



Big ol' cry



Positive social
interactions



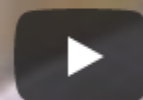
Creative expression




Pharrell Williams - Happy (Video)



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Thank you!

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