 Department of Psychiatry
SCHOOL OF MEDICINE
UNIVERSITY OF COLORADO ANSCHUTZ MEDICAL CAMPUS

STRESS AND BURNOUT





PART II: AVOIDING OR RECOVERING FROM BURNOUT



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Want to talk through the video or worksheets?

*Live support available on the
Well-Being Support Line*

303-724-2500

Call or Text

- Counselors on the Well-Being Support Line are here to talk through content, process your thoughts, or give you other ideas to try!
 - Available M-F 8:00 a.m. – 7:00 p.m
 - Saturdays 9-11 a.m. and Sundays 4-7 p.m.



What is burnout?

- Considered a syndrome, not a mental health condition, although can be a precursor to anxiety or depression
- 3 components:
 1. **Emotional and physical exhaustion**
 2. Depersonalization, detachment, cynicism
 3. A diminished sense of personal effectiveness, "stuckness"
 - Increased difficulty with problem-solving and taking action.
- Usually linked to chronic stress in a specific role (e.g. work, caregiver)

Risk factors for burnout

- Effort-Reward imbalance – High effort with low reward
- Low ability to recover from stress



Rebalancing effort and reward

- Set boundaries on effort
 - Practice saying no
 - Negotiate workable timelines (“I can’t have that by tmw; I can do it next week”)
 - Resist raising your hand
- Reflect on which elements of your job bring you satisfaction and/or meaning and (re)prioritize them
- Reflect each day on what is going well; Savor the wins

Recovering from excessive stress

- There are at least 3 distinct components to recovering:
 1. Dealing with the stressor
 - Problem-solving
 - Shifting mindsets
 2. Completing the physiological stress cycle and recharging
 3. Making leisure time restorative

Direct problem-solving

- This is tricky....Many things about pandemic teaching and it's aftereffects are not in your control, which can make problem-solving ineffective and frustrating
 1. Pinpoint the stressor
 2. What is in your control about this stressor and what isn't?
- **OPTIONAL COMPANION EXERCISES:**
 - Pinpointing Stressors
 - Stressor Action Plan



Shifting mindsets

- Be an encouraging voice for yourself
 - Look out for extremes... always, never, failure
- We are humans and we are imperfect
 - We are allowed to make mistakes!
- Adjust (lower) your expectations

Completing the stress cycle

- Allow your body's fight or flight and stress responses to return to baseline
- Some strategies:
 - Vigorous movement
 - Using creativity
 - Deep breathing
 - Crying
 - Physical affection

Making leisure time restorative

- Rebalance draining and recharging factors
 - What takes energy, depletes, drains you?
 - What builds you up, restores you?
- **OPTIONAL COMPANION EXERCISE: Recharging Your Battery**

SPACE & GRACE

Take space and rest as needed. Give yourself and your students grace


THANK YOU



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A wide-angle photograph of a cityscape at dusk or dawn. The sky is a mix of soft pinks, oranges, and blues. In the foreground, the silhouettes of buildings and trees are visible against the darkening sky. The city lights are beginning to glow, creating a warm and atmospheric scene.



BRAIN HEALTH for all, for life.



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