

RFH INSIGHTS WEBINAR

Battling Burnout at Work



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Welcome and Intros

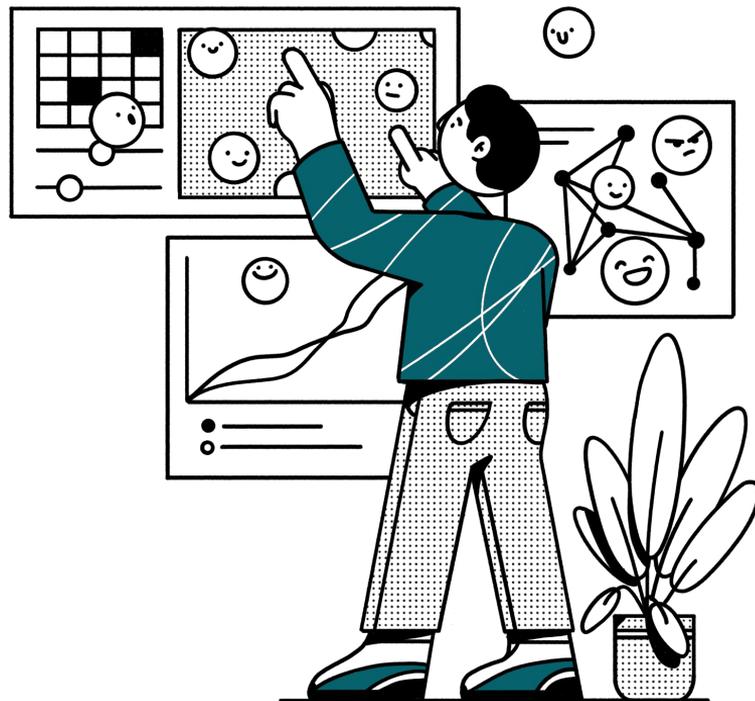


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Topics Covered

1. Burnout's impact on our brains
2. How to recognize burnout cues
3. How to truly care for oneself
4. Preventing and recovering from burnout



Disclaimer: Beware of Compassion Fatigue!

- Compassion fatigue occurs when we have given so much empathy, care, and compassion to others that we forget to save care and compassion for ourselves, leaving us exhausted and burnt out
- If we don't prioritize our own wellbeing, we will eventually falter in helping others

Our Brains in Burnout

Fight or flight

- We are not meant to be in fight or flight for extended periods of time
- The pandemic has resulted in the large majority of people being in extended periods of heightened distress
- Psychological and emotional threat and fear accompanying this is a real threat to our wellbeing

Our brain in burnout

- Our brain becomes ruled by our amygdala
- Why we “can’t think” when we are stressed
- Significant impacts on our daily functioning AND our ability to function in the work environment

The burnout curve

- Think of burnout escalation as a normal curve, with **crisis level burnout** at the top of the curve
- We either intentionally choose to make time and space for preventing burnout or we will be forced to take much more time and space to heal from the impacts of it
- Recognizing and preventing burnout is our number one tool for **sustainability and retention** in the workplace

Knowing where you're at in your burnout curve

- Learn to recognize your own individual internal cues, and individual external triggering factors
 - Changes in normal patterns of behavior--relationship is our biggest tool in recognizing this in others
 - Changes in physiological needs or functioning, particularly changes in sleep habits, eating habits, and/or overall energy levels
- Prevention requires intervening as soon as we notice our cues!

How to Truly Care For Oneself

Repair versus Rejuvenation

- Repair simply brings us back to baseline, or back from the crisis point of our burnout curve
- It is important for us to focus on rejuvenation, or living life above baseline, in order to support our sustainable wellbeing
- Make intentional space for JOY and FUN in our lives as a PRIORITY

Understanding our capacity

- We only have 100% of capacity on any given day, and that has to be spread across all areas of our lives
- Our personal 100% changes daily based on many factors: sleep, relationship health, external stressors, etc.
- Be realistic and intentional around how much of that 100% gets to go to “work” each day

Understanding our priorities

- Ranking priorities → determining where our capacity gets dedicated each day
- Making “work” the number one priority every single day ≠ sustainability in the workplace
- If we want **retention** in ourselves and those who look to us as leaders, we have to focus on the **sustainable wellbeing** of ourselves and others

Retention and sustainability

- Start with being honest about the importance of being human and vulnerable
- True sustainable wellbeing in the workplace requires flexibility
- We set the tone, lead by example first, and the impact will trickle down

Pragmatic Strategies for Coping With Burnout

Physiological interventions

- Movement to decrease impact of stress hormones
 - Just 15-20 minutes of increased heart rate can help clear excess cortisol from our blood stream
 - Make movement joyful to increase likelihood of follow-through
- Temperature change interventions to lower heart rate and calm physiological activation
 - Frozen lemons, cool showers, cold water on our face

Seeking internal regulation

- Set a schedule and expectations for the day that have **high probability of follow through**, to prevent exacerbating dysregulation
- Every small opportunity we have to **set an expectation and meet it**, is a push towards internal regulation for our nervous system

Advocating for and asserting our boundaries

- Boundaries can be **flexible**, they just need to be **intentional**
- Normalize saying things like “Let me think about my capacity before I respond to that request.”
- Moving away from “should” statements → Do I want/need/have to?
- Pushback should not be misinterpreted as meaning you shouldn’t be setting the boundaries

Honoring our need for connection and utilizing our support network

- Humans need a sense of connection and belonging, just like we need food, water, and shelter
- Check for maladaptive core beliefs about our individual ability to circumvent this need — **everyone** needs connection and support

The **Resources for Humans community** is an excellent place to seek connection and support!

Key Takeaways

- Our brains cannot fully function when we are in escalated states of fight or flight, or we are burnt out — prevention is key!
- Understanding your capacity and priorities is imperative for caring for oneself
- We can mitigate the impact of the fight or flight response and burnout through pragmatic strategies
- Honoring our boundaries and seeking connection are two of our most powerful tools
- Leading by example will aid in staff retention and overall well-being
- [Connect with me on LinkedIn!](#)

Q&A