

COFFEE WITH THE COACH 3/15/2023 BURNOUT

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AGENDA

5 Senses Exercise

What is burnout

What to do about it

Breakout rooms

What's next?

APA DEFINITION

burnout

n. physical, emotional, or mental exhaustion accompanied by decreased motivation, lowered performance, and negative attitudes toward oneself and others.

It results from performing at a high level until stress and tension, especially from extreme and prolonged physical or mental exertion or an overburdening workload, take their toll.

SIGNS AND SYMPTOMS OF BURNOUT

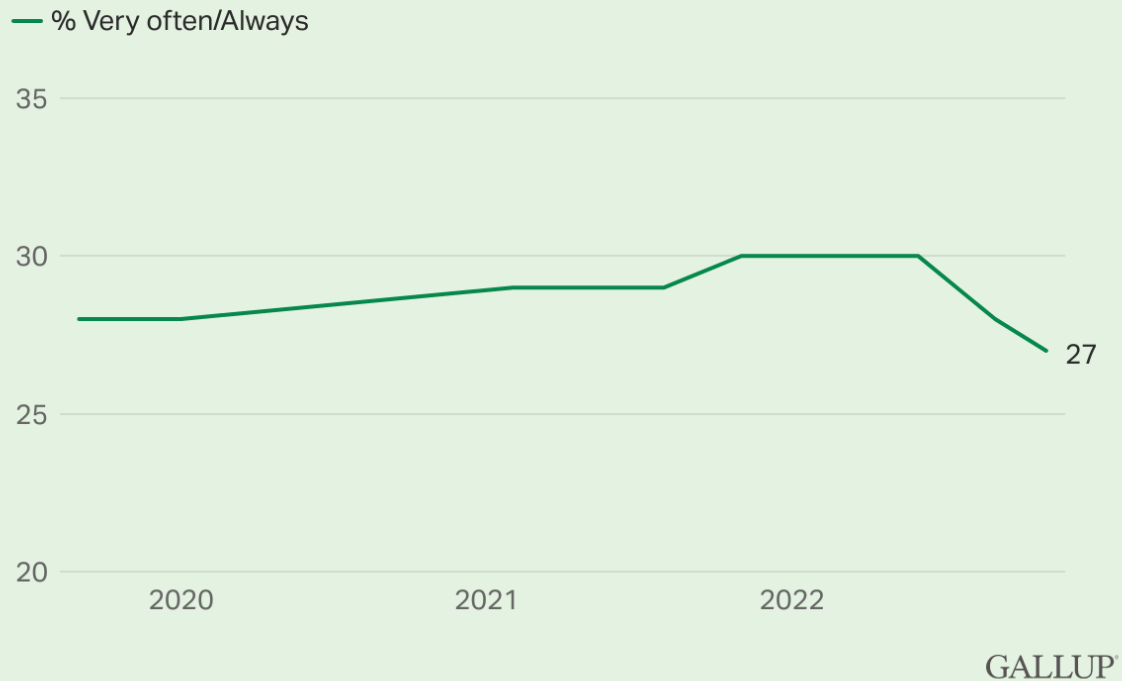
depleted or
exhausted

mentally distant from
role or negative
feelings or cynicism
about role
(depersonalization)

Reduced accomplishment,
fulfillment

3 in 10 U.S. Employees Very Often or Always Feel Burned Out at Work

I feel burned out at work.



76% of employees experience burnout on the job at least sometimes

28% say they are burned out "very often" or "always" at work.

THE TOP FIVE CAUSES OF BURNOUT AT WORK



Unfair Treatment



Unmanageable workload



Unclear communication from managers



Lack of manager support



Unreasonable time pressure

WHAT TO DO ABOUT IT

- ❖ Make a list of what is in your control and what is not
- ❖ Speak up about your concerns
- ❖ Set Boundaries- work end times, saying no, avoid multi-tasking
- ❖ Make self-care **non-negotiable- exercise is key**
- ❖ Prioritize hobbies, joy, connection with others
- ❖ Delegate
- ❖ Use your voice to advocate for positive change
- ❖ Daily check-ins with yourself

HOW TO AVOID BURNOUT - RECOVERY



Micro-level recoveries include things like taking a 15-minute break every 60 to 90 minutes.



Mid-level recoveries include things like making sure you have a shut-down complete that helps you get 7-9 hours of sleep every night and that you take at least a day off every week.



Macro-level breaks include taking 2-4 weeks off every year.

BREAKOUT ROOMS

What ideas could you try to support recovery from burnout or help to avoid burnout?

What is one learning you take with you today?

RESOURCES

Nagoski E. And Nagoski A. *Burnout: The Secret to Unlocking the Stress Cycle*. 2019. Ballentine Books, New York.

[5 Senses Exercise- 21 Mindfulness Exercises & Activities For Adults \(+ PDF\) \(positivepsychology.com\)](#)

[6 Tips for Healthcare Workers Facing Burnout † | UNC Health Talk \(unhealthcare.org\)](#)

[Burnout: 5 Signs and What to Do About It – Cleveland Clinic](#)

[How to Prevent Employee Burnout - Gallup](#)

[Burnout | Psychology Today](#)

[The impact of parental burnout \(apa.org\)](#)

[Health Worker Burnout — Current Priorities of the U.S. Surgeon General \(hhs.gov\)](#)