Burnout and the Path to Recovery
We are burning out
Six Root Causes of Burnout

- Overwork
- Lack of control
- Insufficient rewards
- Loneliness
- Lack of fairness
- Mismatched skills
Signs of Burnout

**In yourself:**
- Exhaustion
- Engagement
- Cynicism

**In others:**
- Fatigue
- Withdrawing
- Increased irritability
- Increased sick/late days
- Disengagement
Well-Being in a Pandemic - Data

• 89% - work life was getting worse
• 85% - well-being had declined
• 56% - job demands had increased
• 67% - didn’t feel they could discuss mental health at work
• Only 2% rated their well-being as “excellent”
Brain Fog

• Symptoms include:
  • Feel like you're searching for your words?
  • You have difficulty making up your mind and making small decisions becomes a big deal.
  • You lose your focus quickly
  • Small tasks feel enormous
Workload

• We’re working 30% more each day to hit our pre-COVID goals
• Number of meetings have increased by 24%
• The average workday is now 48 minutes longer
Lack of Community (Loneliness)

- Equivalent of smoking 15 cigarettes on our health – *Cigna Health*
- 74% say it’s the loneliest they’ve ever felt
- 1 in 5 Millennials say they have zero friends – *YouGov study*
Prevention Strategies
Neuroplasticity

The ability for the brain to change its neural pathways based on our behavior and environment.

The brain engages in what is called “synaptic pruning” - deleting the neural connections that are no longer useful and strengthening the necessary ones.
“Simple actions done with repetition provide positive well-being outcomes.”
The average adult will say "I'm fine" 14 times a week but mean it 19% of the time. 1/3 said they mostly lie about how they feel.

Use the Golden Rule 2.0
Digital Detoxing

• Daily – regular 10-minute breaks
• Don’t eat in front of a screen
• Set up a bedtime app
• Get the 7 types of rest we need:
  • Physical rest (passive/active)
  • Mental rest
  • Sensory Rest
  • Creative rest
  • Emotional Rest
  • Social Rest
  • Spiritual Rest
Self-efficacy is about having the strong, positive belief that you have the capacity and the skills to achieve your goals.

“Self-efficacy is about having the strong, positive belief that you have the capacity and the skills to achieve your goals.”

Dr. Albert Bandura, Stanford
my boss turned herself into a potato on our Microsoft teams meeting and can't figure out how to turn the setting off, so she was just stuck like this the entire meeting
Optimism:

A consistent belief that everything will turn out ok even if it wasn’t how we’d planned it.
Gratitude

“The science of focusing on what we have versus what we don’t have.”

Dr. Robert Emmons, UC Davis
Health Benefits of Gratitude

- Stronger Immune Systems
- Lower Blood Pressure
- Slept Longer & Better
- More Optimistic & happier
- Higher Compassion
- More Forgiving & Generous
- More Outgoing
- Felt Less Lonely & Isolated
Emotional Flexibility and Resilience

“The capacity to adapt to change quickly and with minimal stress.”

Intervention: What was something you didn’t think you would ever be good at - until 2020?
COME ON INNER PEACE

I DON’T HAVE ALL DAY
Thank you!

More questions? Connect with me on Twitter or LinkedIn @JenLeighMoss