

Banishing Burnout



Presented by
Mary-Ellen Sposato Rogers

care
squad

EXcellere
PRODUCTIVE - ENERGIZED - PEOPLE



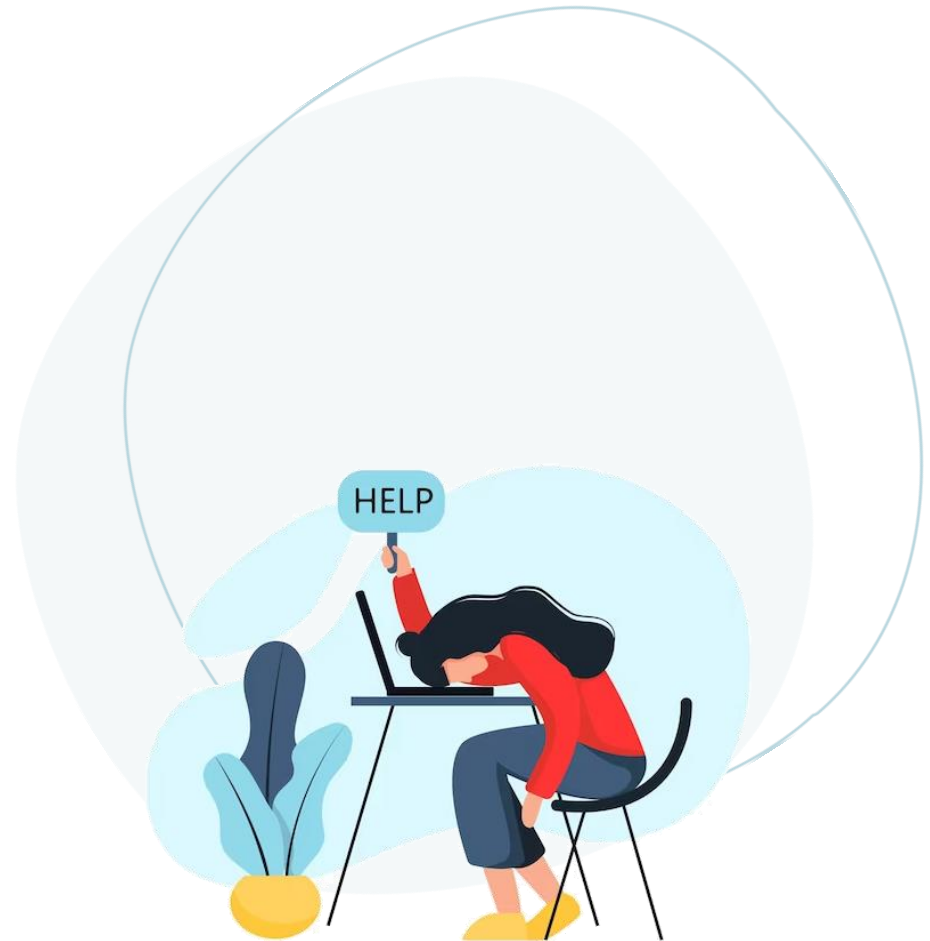
Defining Burnout

- **Burnout** is a state of emotional, physical, and mental **exhaustion** caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands
- Chronic burnout can lead to pessimism and detachment, as well as feeling unfulfilled, no matter how much one may accomplish
- Burnout, as an emotional condition, was first defined by Herbert Freudenberger, a clinical psychologist in 1974
- The World Health Organization recently added burnout to its International Classification of Diseases list, which makes it a legitimate medical syndrome

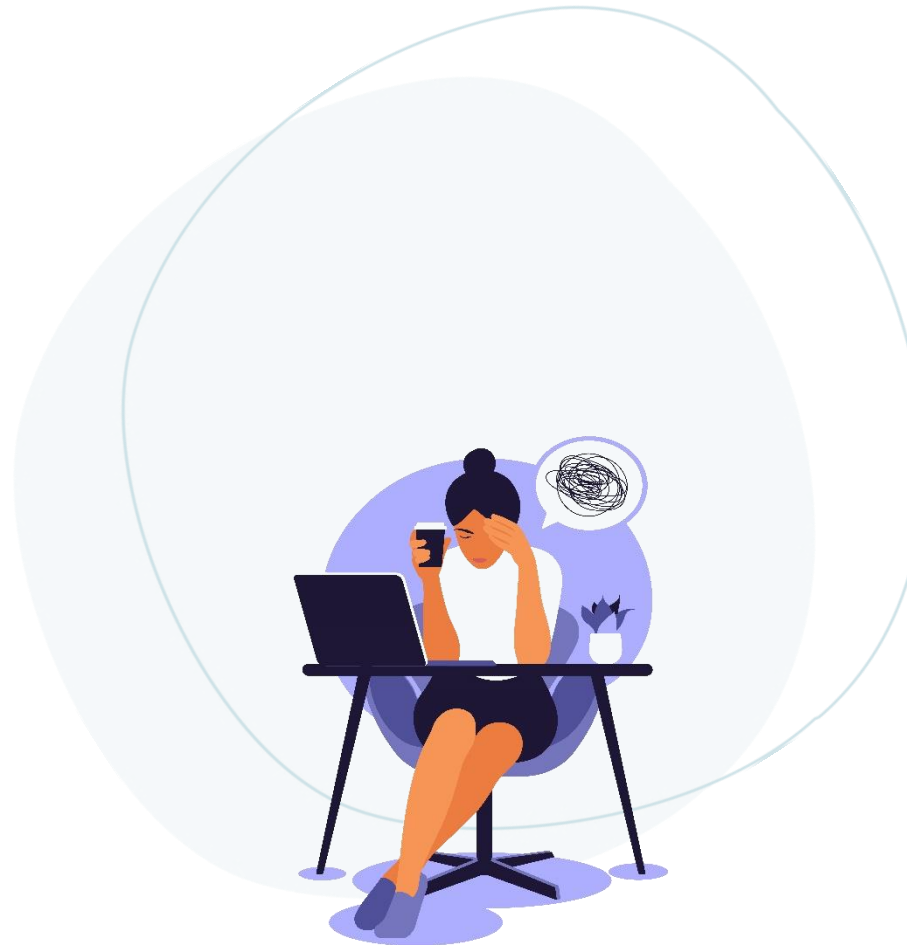


Burnout in 2024

- Political Burnout
- Racism Burnout
- 24/7 Parenting Burnout
- Economic Burnout
- Uncertainty Burnout
- Everyday Life and Occupational Burnout

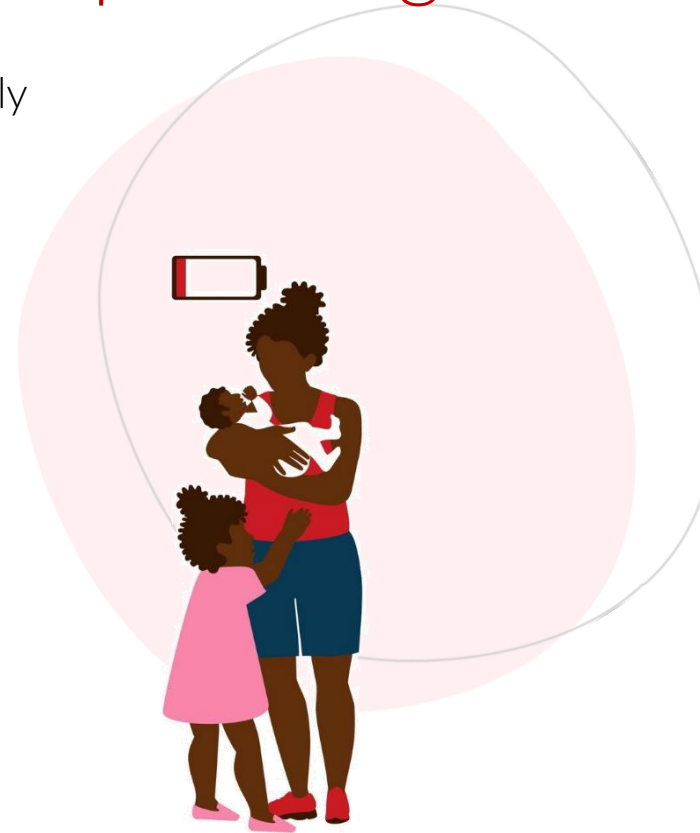


Contemplate for a moment,
and then list your
3 most prominent
sources of burnout:



How does burnout impact your parenting:

- I'm always exhausted, and can't completely enjoy my family
- I'm hyper-vigilant and don't give my kids enough autonomy
- I just say “**yes**” even when I should maintain boundaries



Interesting Facts

- **11%** of U.S. employees work more than 50 hours each week
- Between **77%** and **85%** of adults in the U.S. have experienced burnout in their current jobs
- Gallup surveyed **150,000** world-wide (2018) and found that **55%** of Americans felt significant workplace stress compared to **35%** globally
- Technology can be a problem as it keeps us connected 24/7 – over **50%** of U.S. employees habitually check work emails after 11:00 p.m.
- A bi-product of the pandemic is loneliness – over **40%** of adults in the U.S. admit to feeling lonely, including **50%** of CEOs



How do you know when you're burned out?

- I'm moving like slow molasses in January
- No matter how great things are, I feel joyless



Recognizing Parental Burnout

Stage 1 – Overwhelming exhaustion – the pandemic exacerbated this with the addition of childcare and homeschooling

Stage 2 – Distancing from children to preserve energy
– we deeply love our children but require distance

Stage 3 – Feeling that you're not the parent you want to be

Stage 4 – Physical and emotional neglect – we're so burnt out that we may neglect our basic needs



Five Stages of Burnout:



•The Honeymoon Phase



•The Onset of Stress



•Chronic Stress



•Burnout



•Chronic Burnout

The Honeymoon Phase:

- Often, early in a job or project; one is satisfied, proud, and eager for increased responsibility
- Energy levels and productivity are high
- Creative and innovative
- Strong and sustained optimism
- It's critical to intentionally create good coping strategies during this phase



Symptoms of the Onset of Stress:

- Restfulness/Impatience
- Procrastination
- Tardiness, absence, missed deadlines
- Resentfulness
- Apathy/malaise
- Cynicism
- Physical illness
- Increase in escapist activities
- Chronic fatigue
- Panic and feeling threatened
- A vague feeling of “out of control”
- Anger/aggression
- Withdrawing from family, friends and co-workers
- Lack of enjoyment in hobbies/interests
- Increase in alcohol/substance use
- Increase in consumption of caffeine



Chronic/ Habitual Burnout

- Chronic sadness
- Lingering depression
- Chronic mental and physical fatigue
- Lack of productivity, creativity or innovative spirit
- Feeling chronically “out of control”





Extinguishing
the Flame...

Banishing
Burnout

Stop, Look, and Listen to Yourself!

- **Breath!!**
- **Re-evaluate your personal values and goals** – Are your goals and your values aligned in your actions? Is your parenting philosophy part of them?
- **Create a personal mission statement** – What's most important to you? What elements of your work and life bring you joy and fulfillment?
- **Integrate** – Spend some time considering how you can integrate your mission, goals and values into your work and life...



The PERMA Model



- The **PERMA Model** was developed by Martin Seligman, a psychologist, who theorized that these **5 elements** are critical to well-being and fulfillment
- Fostering these elements in your life will transform you from **surviving** to **thriving**
- **Thriving** helps you to avoid burnout, even when over-stressed.

Boundaries,
Boundaries,
Boundaries!!!



Sometimes you MUST just say “NO”!

- No apologies
- Be direct, no “beating around the bush”
- Don’t stall – just say “No”
- Say “No” without guilt
- You can be polite and still say “No”
- Consider other ways you can assist the person
- Practice saying “No” in the mirror



Managing Parental Burnout

- Talk about it!
- Reassess your stress
- Make small changes
- Expand your parenting skills
- Stop the “**should**” mentality
- Establish and maintain boundaries
- Take microbreaks
- Find meaning; practice gratitude



Banish Negative Thoughts with Positive Assertions

- Instead of “I’m overwhelmed!”; “I’ve got this”!
- Instead of worries about what people will think; “I’ve done my best, that’s as good as anyone could do!”
- Instead of “They’re overloading me!”; “They’re confident in my abilities!”



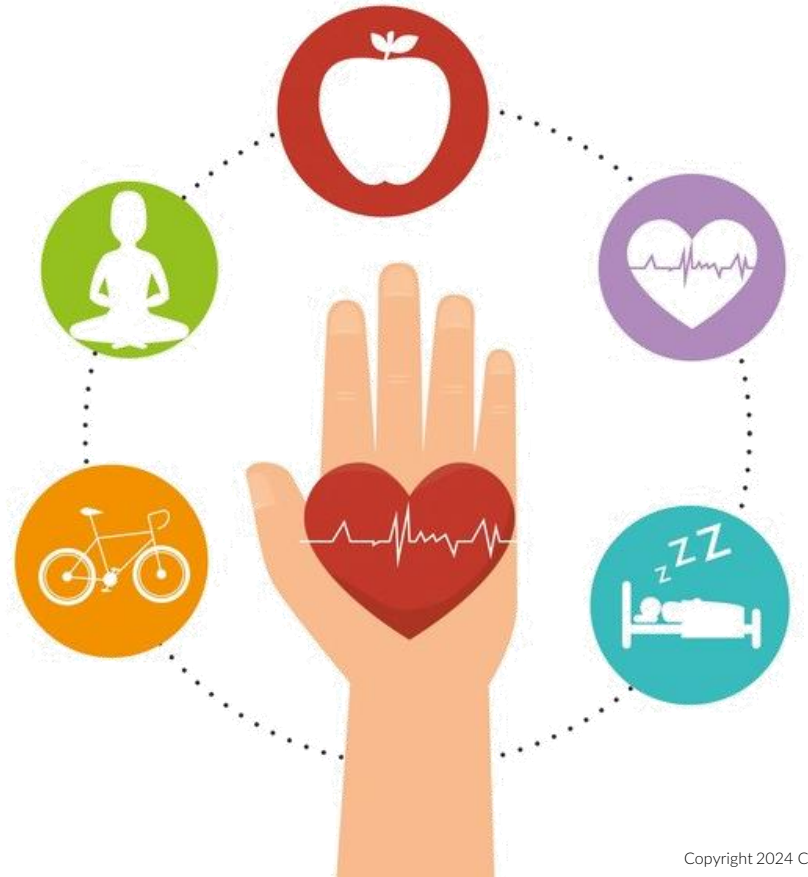
Keep Two Journals; One for Stress, One for Gratitude

- A **Stress Diary** will help you to be aware of all of the things that you find unpleasant or stressful – keep the diary for 2 weeks, recording levels of stress and triggers – this exercise will help with Thought Awareness
- A **Gratitude Journal** will be helpful in reframing events in your life and can help with optimism – at the conclusion of each day consider what you're grateful for – write it down!



Take Care of You!!

- Eat well!
- Exercise!!
- Get adequate sleep!!
- Consider practicing mindfulness!!



Thank you for attending today's presentation!

For more valuable information and resources on this topic, visit app.caresquad.com

