

# Banishing Burnout

Build Your Mental Armoury Toolkit

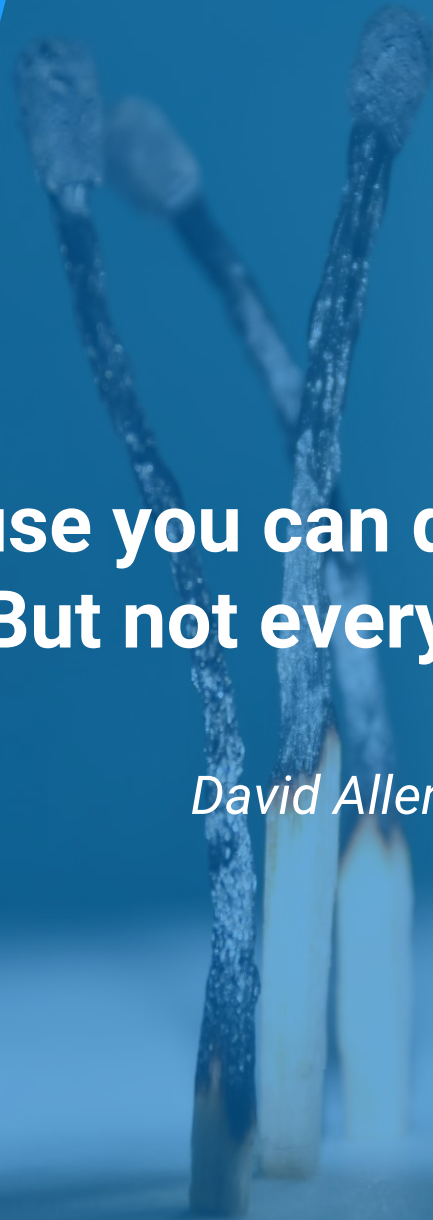
“

Because you can do anything.  
But not everything.

*David Allen*

”

**LET'S TALK  
ABOUT  
BURNOUT**



# About the Author

**Sadie Restorick** is the COO of Wellity and the co-founder of the Great British Workplace Wellbeing Awards.

A global speaker, consultant, trainer, author and published academic scholar, Sadie has specialised in the field of workplace wellbeing and psychosocial risk management for over a decade and has a range of qualifications including an MSc with Distinction in Workplace Health and Wellbeing.

She is a Professional Member of the International Stress Management Association and the Association of Occupational Health and is recognised as a global leader in her field, having appeared on national BBC One television, BBC Radio and Talk Radio as well as in the national press and online business communities such as the Chartered Management Institute and NatWest Business Hub.

In 2020, Sadie appeared at the Leaders in Wellbeing Summit 2020 and presented her research on work-related stress at the European Academy of Occupational Health Psychology Conference.



# WHAT IS **BURNOUT**?

**Burnout an "occupational phenomenon": International Classification of Diseases**

**It is defined by the World Health Organisation as:**

- A syndrome conceptualised as resulting from chronic workplace stress that has not been successfully managed
- Refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life

## **CONSIDER...**

**How often do you feel that you need to keep your own “outer shell” intact but are facing turmoil within?**



# The 12 stages of **BURNOUT**

1. Excessive ambition and desire to prove oneself
2. Work harder and longer, inability to switch off
3. Neglecting own needs and self-care
4. Displacement of internal conflict and own problems
5. Zero time for activities outside of work
6. Denial and blaming external factors for problems emerging
7. Withdrawal from others
8. Behavioural and psychological change including cognitive impairment, brain fog, memory loss
9. Depersonalisation, low self-worth and value
10. Emptiness and addictive behaviour to try and feel something/fill the void
11. Depression, feeling meaningless and increased apathy
12. Burnout and complete exhaustion




## CONSIDER...

How many of the 12 stages can you relate to?

What might make a person more at risk of burnout?



# COMMON OCCUPATIONAL CAUSES/RISKS

- 
- A profession with a responsibility for others
  - Exposure to secondary trauma
  - Long hours
  - Heavy workload
  - Lack of role clarity
  - Insufficient support



## What about the individual?

Self-doubt and low self confidence can lead to an increased desire to prove one's potential (Stage 1) and a reluctance to set healthy boundaries

Imposter syndrome can also place an individual at a higher risk of burnout



## WHAT IS **IMPOSTER SYNDROME**

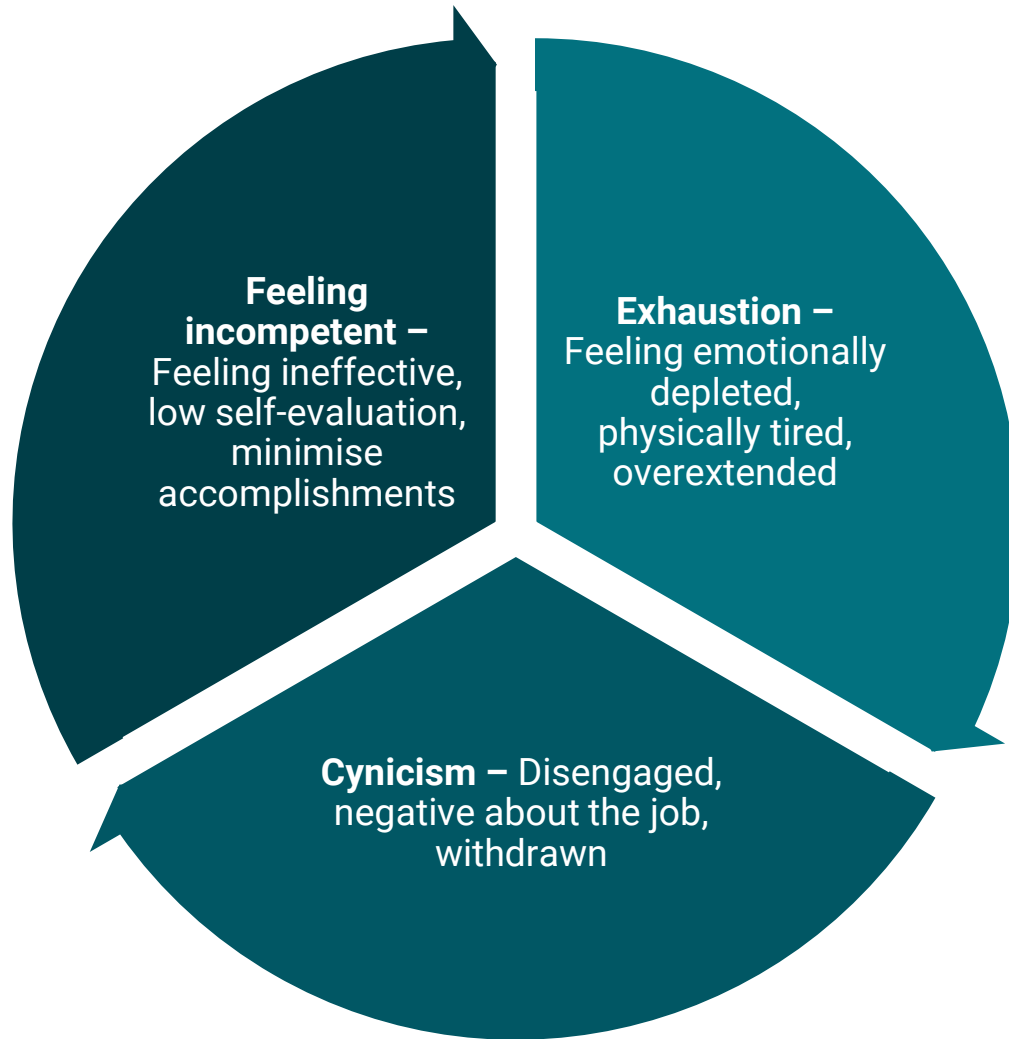
- Experienced by 82% of people
- Typically experienced by high achievers
- Extreme lack of confidence and feeling that success is due to luck
  - Feeling unworthy
  - Rarely feeling 'good enough'
- Focusing on mistakes and failures than achievements
  - Chronic self-doubt
  - Prone to negative self-talk
- Fearing judgement and being 'discovered as a fraud'
- Will often push themselves to the **limits** to prove to themselves

## Questions to consider...

1. How often are you tired and lacking energy to go to work in the morning?
2. How often do you feel physically drained, as if your batteries were dead?
3. How often is your thinking process sluggish or your concentration impaired?
  4. How often do you struggle to think over complex problems at work?
5. How often do you feel emotionally detached from others, and unable to respond to their needs?



# The 3 Main Categories



# **YOUR RELATIONSHIP WITH FAILURE**

Psychologists agree that failure is closely associated with a powerful emotion; shame

This fuels the belief that we are flawed in some way and not worthy of connection with others



# HOW DO YOU FEEL ABOUT **VULNERABILITY?**

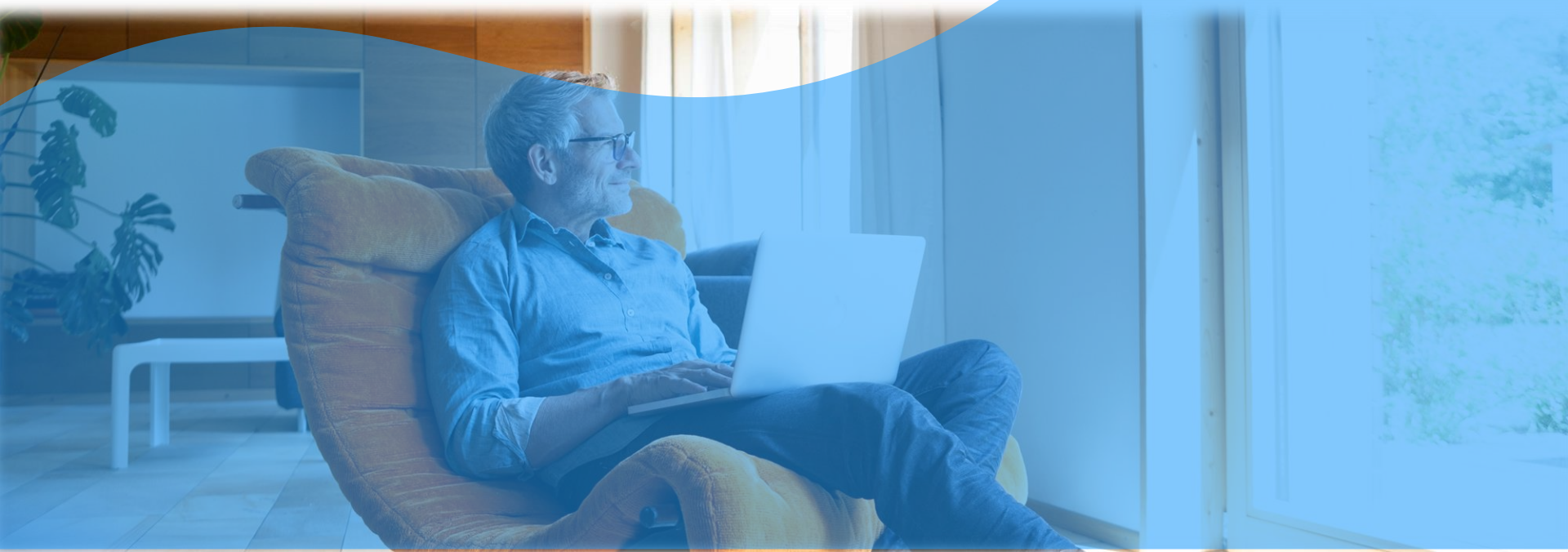


## SHOWING COURAGE

- Being able to accept mistakes and embrace failure requires the **courage** to be our true selves and show vulnerability
- Vulnerability can often be perceived to be a weakness but it is actually a great strength
- Embracing vulnerability means we are more willing to take risks, seize opportunities and strive for our goals as we have eliminated the fear that holds us back
- **Vulnerability also allows us to ask for help without fear**

## CONSIDER...

What do you do to replenish your fuel reserves?  
Do you make it a priority?





# YOUR **ENERGY** IS THE MOST IMPORTANT CURRENCY

Imagine you start each day with £100. Everything you do to invest in your energy, you gain £10. Every time you do something that drains your energy, you lose £10.

- How many times do you finish your days overdrawn?
- What does that mean for your balance the following day?

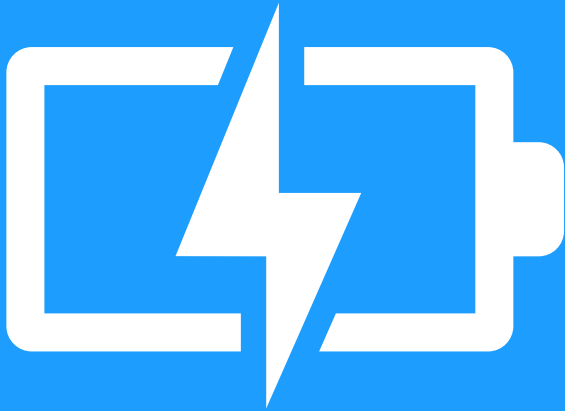


# WHAT IS ENERGY?



- “The strength and vitality required for sustained physical or mental activity”
- “Energy, in physics, the capacity for doing work”
- How has the last year affected your energy?

## ENERGY MANAGEMENT



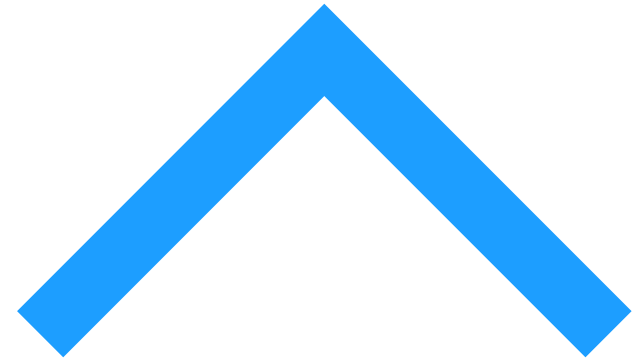
- Life is a marathon, not a sprint. Sustainable energy practices are essential
- Practice self-compassion. Manage your thoughts and talk to yourself with kindness in the same way you would a friend or child
- Develop a new mindful way of living. Take time to slow down and enjoy a step-by-step approach to each day
- Manage expectations and set boundaries with yourself and others. Remember you can do anything **not everything**

# EXAMPLES OF DRAINS...?



- Stress, conflict, poor diet, sleep deprivation, inability to switch off, poor boundaries

- Good sleep hygiene, regular exercise, social networks, time out, fulfilling activities, balance



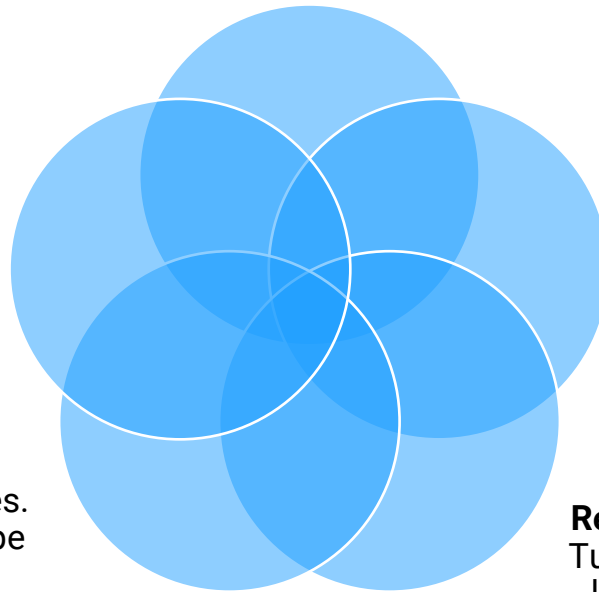
# EXAMPLES OF GAINS...?

# MANAGING BURNOUT-5R MODEL

**Rest and recovery** – Make time to switch off, especially after a busy or stressful period. Don't dilute this recovery by multi-tasking or feeling guilty

**Recreation and hobbies** –Your work is just one part of who you are. Make time for the things that bring you joy

**Reach out** - We all need help sometimes. Knowing how to cope can be hard. Remember, reaching out is a sign of courage

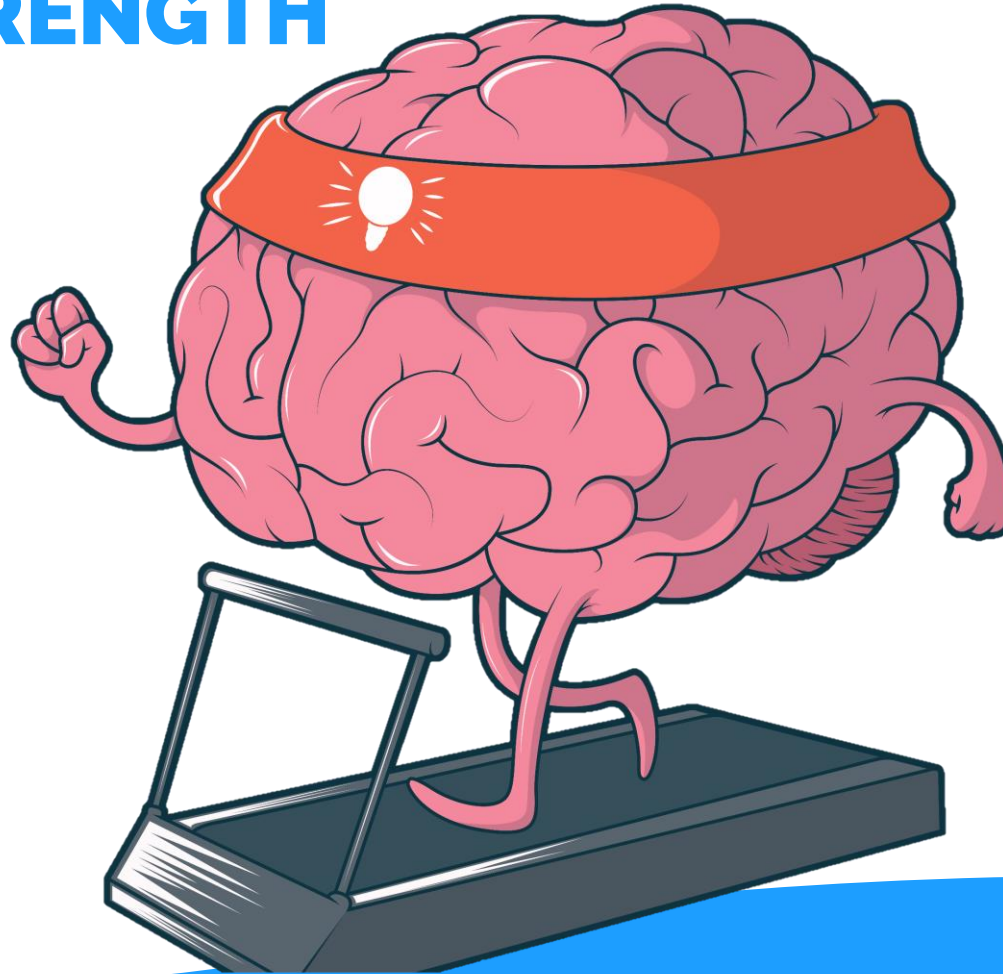


**Release the accumulated stress** – Use techniques to release stress such as breathing techniques, mindfulness, and exercise

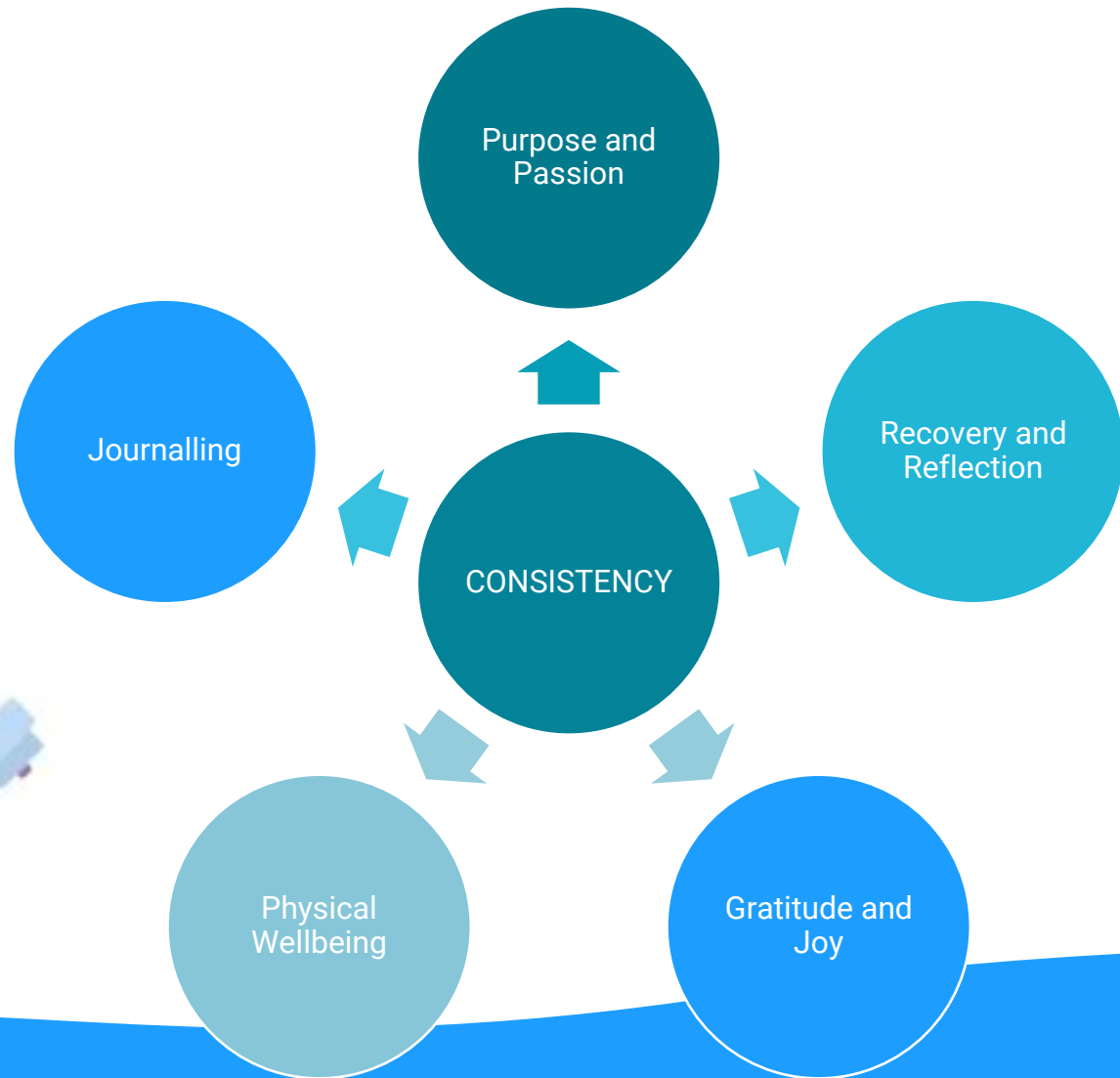
**Respond to your internal signal system** – Tune into your mind and body and start to learn the warning signs, they are telling you that you have reached your limit!

## YOUR MENTAL STRENGTH

- Many people spend time focusing on their physical health but not their mental health.
- **How many hours a week do you spend thinking about your physical health/appearance?**
- **How many hours a week do you spend thinking about your mental health and working out your mind?**



# DAILY MENTAL PUSHUPS



**DOPAMINE-REWARD CHEMICAL**

- Task completion
- Sense of achievement
- Self-care activities
- Eating healthy food
- Celebrating success

**OXYTOCIN-THE LOVE CHEMICAL**

- Playing with a pet or baby
- Hugs
- Physical contact
- Giving compliments
- Massage

**D.O.S.E**

**HAPPY HORMONES**

**SEROTONIN-THE MOOD BALANCING CHEMICAL**

- Meditation
- Swimming
- Walking in nature
- Sunlight
- Running

**ENDORPHINS-PAIN RELIEVING CHEMICAL**

- Laughter
- Essential oils
- Watch comedy
- Dark chocolate
- Exercising

These are some of the things you can do to release the different happy hormones. They help to alleviate stress and tension.

What can you do each day to get your daily **DOSE**?



## TEND **AND** BEFRIEND

- We are social beings, and social connections are crucial to our survival.
- Do you reach out to others when in need of support?
- Do you feel able to show vulnerability and ask for help and advice?



# LEARNING TO GROW

- When faced with challenge in life, your mindset can make all the difference to the outcome.
- Your mindset is related to your beliefs about your ability
- It creates a whole mental world for you to live in:
  - Fixed mindset – ability cannot change
  - Growth mindset – ability can change and grow



# A GROWTH MINDSET

## Fixed Mindset

- The belief that individual traits are fixed and nothing can change these so there is worry if they are adequate
- Have something to prove to self and others
- Fear of failure
- Highly risk averse

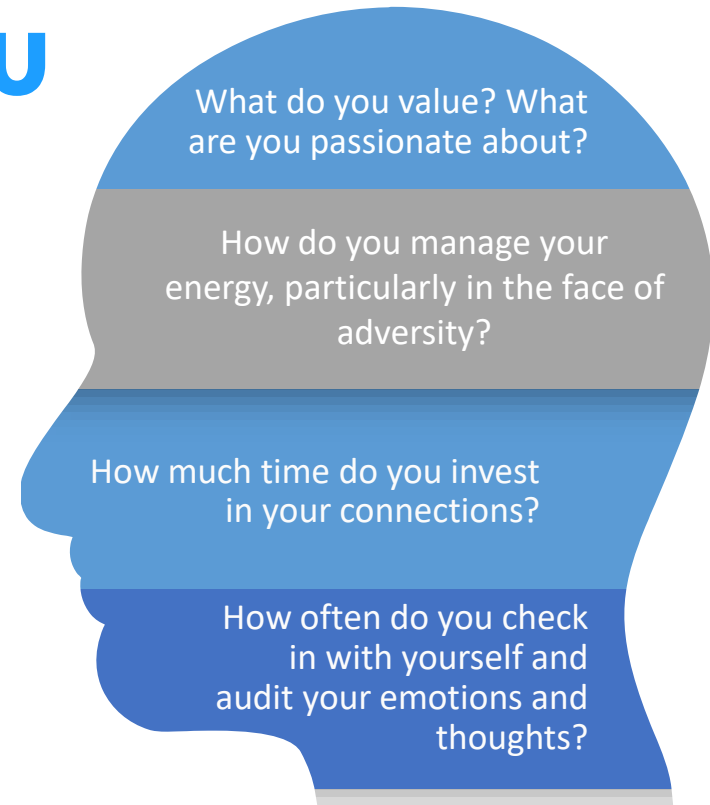
## Growth Mindset

- Qualities can be developed through dedication and effort
- Belief that accomplishment requires years of passionate practice and learning
- Embrace failure as the only way to learn

## IT STARTS WITH YOU

Increasing your mental strength and banning burnout starts with the relationship you have with yourself...

**This means knowing ourselves and accepting ourselves and MAKING time to check in with our progress as a priority.**



# Problem-Focused Coping

What can I influence?

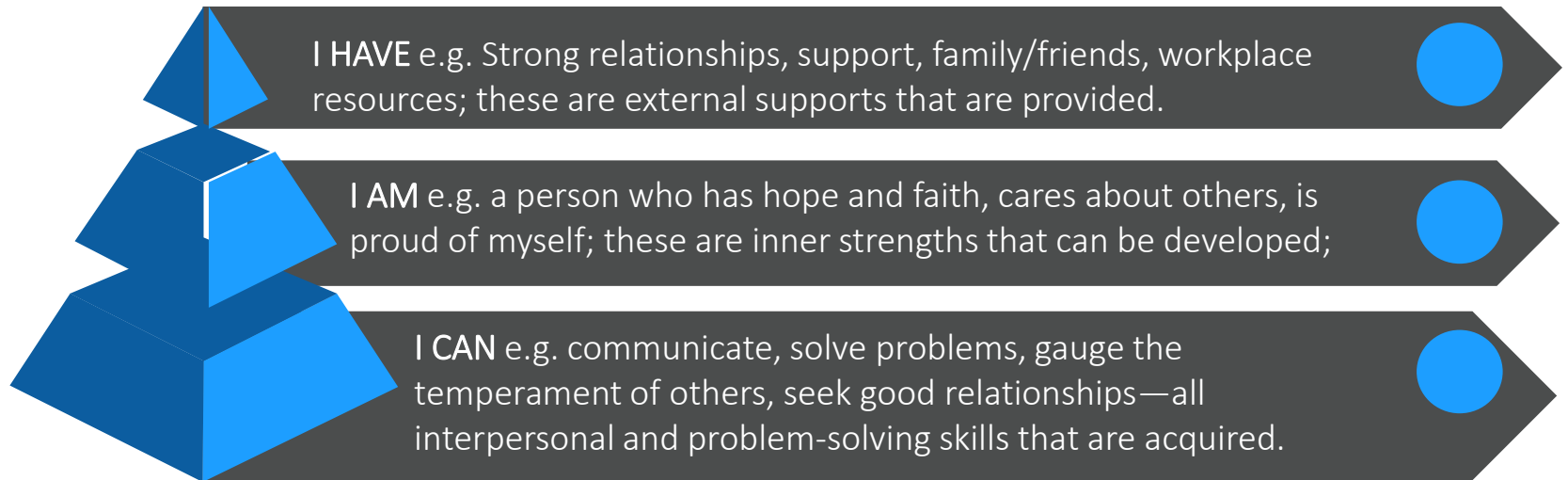
What is in my control?

What positive actions can I take?



# Response-Ability

We all have the **ability** to shift our **response** in the way we frame a situation. Psychologist Edith Grotberg, Ph.D., believes that everyone needs reminders of the positive things to focus on. She urges people to cultivate resilience by thinking along three lines:



Being mindful of these three components helps you to be empowered and positive.

Remember, where your focus goes, your energy flows.

What simple steps can you take to incorporate these into your daily lives?

Devon & Cornwall Police Health and Wellness team

Visit the wellness zone on the intranet

## Daily Clangers



**TED is devoted to the idea of spreading ideas, usually in the form of short, powerful talks**

## TED Talks on Stress Management



- [How to make stress your friend – YouTube](#)
- [How to stay calm when you know you'll be stressed | Daniel Levitin – YouTube](#)
- [Your body language may shape who you are | Amy Cuddy – YouTube](#)
- [Bruce Feiler: Agile programming -- for your family – YouTube](#)
- [The gift and power of emotional courage | Susan David – YouTube](#)
- [Getting stuck in the negatives \(and how to get unstuck\) | Alison Ledgerwood | TEDxUCDavis – YouTube](#)
- [The Happiness Advantage: Linking Positive Brains to Performance – YouTube](#)
- [All it takes is 10 mindful minutes | Andy Puddicombe - YouTube](#)



## TED Talks on Anxiety



- [Don't Believe Everything You Think | Lauren Weinstein | TEDxPaloAlto – YouTube](#)
- [How to cope with anxiety | Olivia Remes | TEDxUHasselt – YouTube](#)
- [Living With High Functioning Anxiety | Jordan Raskopoulos | TEDxSydney – YouTube](#)
- [Be The Warrior Not The Worrier - Fighting Anxiety & Fear | Angela Ceberano | TEDxBedminster – YouTube](#)
- [Breaking free from anxiety | Mel Schwartz | TEDxBeaconStreet – YouTube](#)

### PODCASTS for stress and anxiety

- The Calmer You
- Selfie
- The Anxiety Guy
- The One you Feed
- The Overwhelmed Brain
- Not another Anxiety show

## Further Information

T. 0330 174 3201

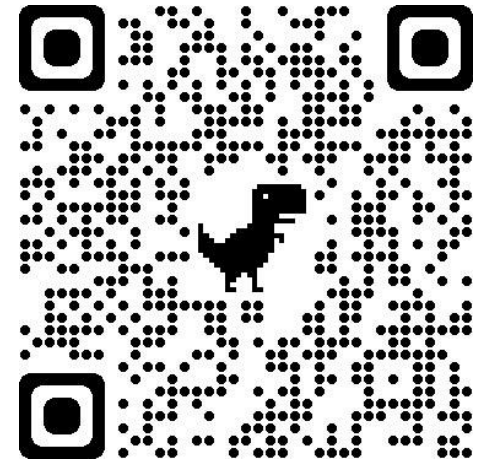
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- With clients across the globe, from SMEs to some of the largest organisations in the world, Wellity optimises employee mental health and transform working cultures
- Wellity are the co-founders of the Great British Workplace Wellbeing Awards



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**Thank you**