

Take Charge! Live Well!

*From burned out to balanced: Undoing the effects of stress,
including tips for getting a better night's sleep*



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Understanding Burnout

What is it?

- Burnout is a state of emotional, mental, and physical exhaustion

Symptoms:

- Feelings of disillusion & helplessness
- Being completely worn out
- Problems seem insurmountable & everything looks bleak
- Lack of caring for things that you may normally care about
- Lowered immunity accompanied by frequent pains



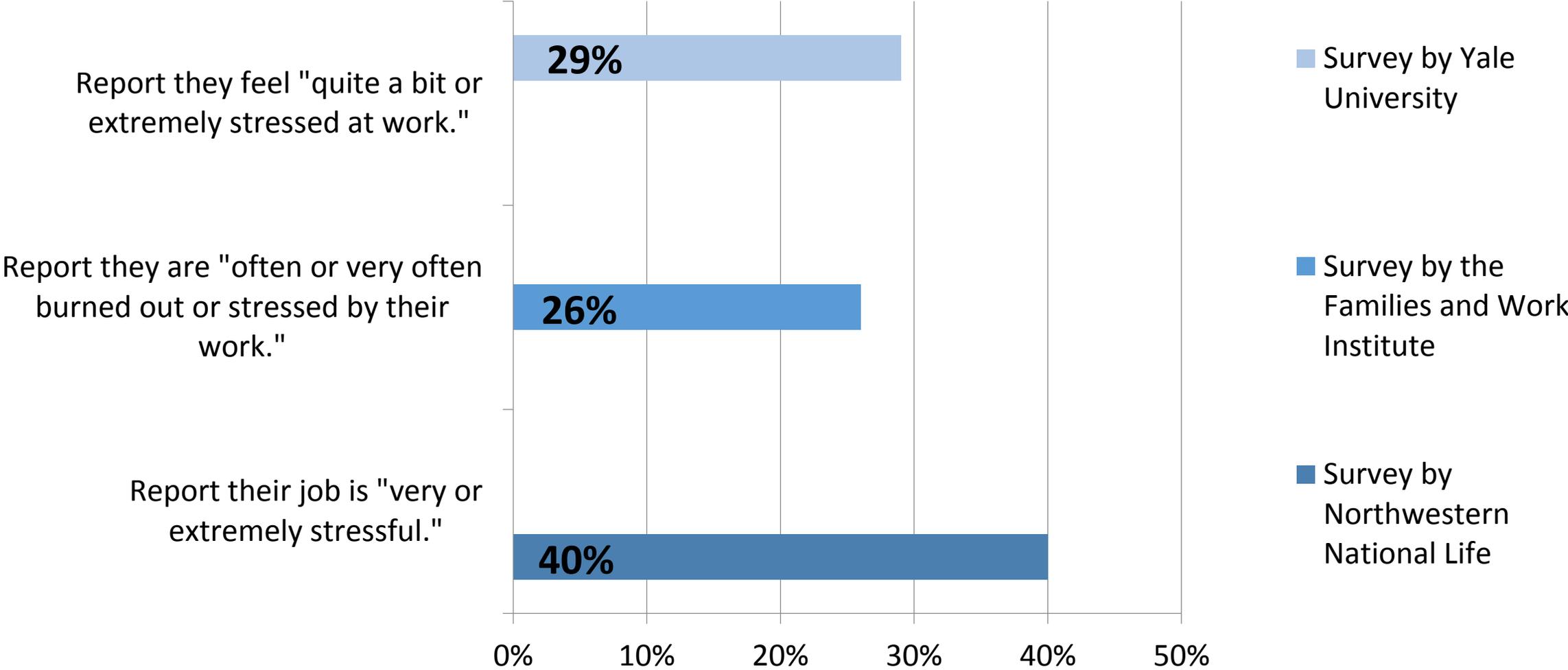
The Road to Burnout

Thoughts and feelings:

- Every day is a “bad day”
- Caring about work or home seems like a waste of time
- Most of your day is spent doing tasks that you deem tedious and dull
- Belief that your job duties are insignificant



On-the-Job Stress



Common Causes of Burnout

- Excessive and prolonged stress
- Constant demands that seemingly cannot be met
- Having little or no control over your work
- Unclear job expectations
- Working in a hectic or high pressure environment



Common Causes of Burnout

- Not allowing time for relaxation and socializing
- Having too many responsibilities
- Lack of sleep
- Lack of close relationships



Effects of Burnout

- Reduction in productivity
- Being sapped of energy
- Poor diet and change in eating habits
- Feeling increasingly hopeless, cynical, and resentful
- Thoughts of having nothing more to give



The Stress Effect / Your Response

How Does Stress Affect You?

- Aches and Pains
- Energy Level and Sleep
- Feelings
- Other Emotional Signs

How Do You Respond?

- I eat to calm down
 - I speak and eat very fast
 - I rush around but do not get much done
 - I work too much
 - I delay doing the things I need to do
 - I sleep too little, too much or both
 - I slow down
 - I try to do too many things at once
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- A series of five horizontal lines in orange, green, blue, purple, and dark purple, stacked vertically and extending across the bottom of the slide.

Dealing with Burnout: The Three R's

- **Recognize** – Watch for the warning signs of burnout
- **Reverse** – Undo the damage by managing stress
- **Resilience** – Build your resilience to stress by taking care of your physical and emotional health

R

R

R

Recognize Burnout

- Pay close attention to your feelings (emotional, mental, and physical) over a 3-5 day period
 - Try journaling
- Notice the difference in these feelings when your setting changes
 - Look for stress triggers:
 - Places, times of day, people, diet, etc.
- Listen to those around you
 - Seek feedback / insight



Reversing Burnout

- Take care of yourself and make reducing stress **a priority**
 - Place emphasis on tasks you **can** control
 - Build in time for yourself to do satisfying and low stress activities
 - Work on one thing at a time



Resilience Against Burnout

- Build your ability to withstand stress
 - Exercise
 - Meditation & Guided Imagery
 - Deep Breathing
 - Stretching
 - Laugh



Resilience Against Burnout

- Practice self-management activities
- Seek social support
- Change your approach



What Would You Do?

Scenario

- You're in the checkout line and the person ahead of you is making a return that is taking what seems like forever. As they chat with the cashier, you begin to feel impatient.
- The meal you or your child ordered isn't available. You have been thinking about this meal all day or you promised your child this meal.

Solution

- Think about the times that you have been the person making a lengthy return.
- Take a deep breath & remind yourself that the person in front of you isn't trying to make you late. Worry about what you can control.
- You: Think of this as an opportunity to try something new. You may like your new selection more than the original.
- Child: Tell them they can have it tomorrow or try a new restaurant if it will save a meltdown.



What Would You Do?

Scenario

- Your inbound call is taking a long time & you are late for a planned lunch with a coworker.
- You're restless in your sleep & the constant waking is making you upset.

Solution

- Realize that this isn't the first time this has happened.
 - Also, your coworker has likely gone through the same thing, so they should understand.
- Try meditation or guided imagery.
 - Close your eyes and imagine yourself in a peaceful place as you take deep breaths.
- Write down what is keeping you up.
 - Understand that it will be there in the morning



Sleep Health

Rest assured: Tips for getting a better night's sleep to help with stress prevention, reduction, and management.



Effects Sleep Has on the Mind and Body

Learning and
creating memories
and new insights

Focus and
responsiveness

Mood

Infections

Obesity, Diabetes,
Cardiovascular
Disease

Sleep Deprivation: What are the Consequences?

Impaired memory & thought processes

Increased risk of depression

Decreased immune response

Fatigue

Increased feelings of pain

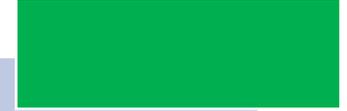
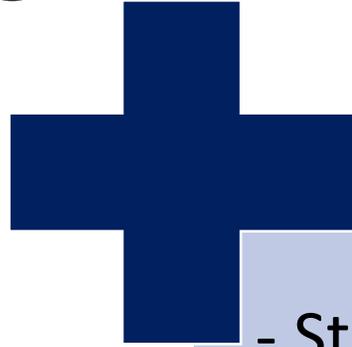
Magnifies effects of alcohol

Decreased physical activity levels

Increased caloric intake

Increased risk of excess weight, obesity, and other chronic conditions

Suggestions for a Good Night



- Stick to a consistent schedule
 - Practice a relaxing bedtime ritual
 - Wind down
 - Exercise
 - Evaluate your room, mattress, and pillows
- Avoid naps
 - Avoid alcohol, cigarettes, and heavy meals in the evening
 - Remove the gadgets
 - Reduce stress

What to Do?

If your sleep problems persist...

1. Set an appointment

2. Write it down. When do you:

- Go to bed?
- Go to sleep?
- Wake up?
- Get out of bed?
- Take naps?
- Exercise?
- Consume alcohol?
- Consume caffeine?

Take Charge! Live Well! Tip:
Check out the **My Journal**
feature in Well-Being Connect



Take Charge! Live Well! Resources

Suggested resources and tools to help you live a healthier life.



Take Charge! Live Well! Resources

- Personalized support to help you reach your health goals

Health Coaching

1.866.556.2288



- Health behavior trackers
- Articles, videos, and more resources
- Recorded & live webinars

Web Resources

ohio.gov/tclw



Take Charge! Live Well! Resources: Well-Being Connect

The screenshot displays the 'Manage Focus Areas' section of the Well-Being Connect interface. A red box highlights the 'Manage Focus Areas' header. Below it, the 'Primary Focus Area' is 'Stress Management', with a 'Taking Action' button. A descriptive paragraph explains the focus area's purpose. The 'Work the plan!' section shows '6 action items completed' and a list of two 'WRITE' tasks. The 'Trackers' section shows a 'Personal' tracker for 'Practice mindfulness Every Day from now on' with a 'Track' button and a '0% OVERALL SUCCESS' indicator. A red arrow points to the 'Track' button, and a blue arrow points from the 'Track' button to the 'Action Items' box on the right.

Action Items: Write, Do/Try, Learn, Consider

Personal Tracker Examples: Mindfulness, Breathing, Meditation

Visit ohio.gov/tclw and select **Well-Being Connect** to get started.

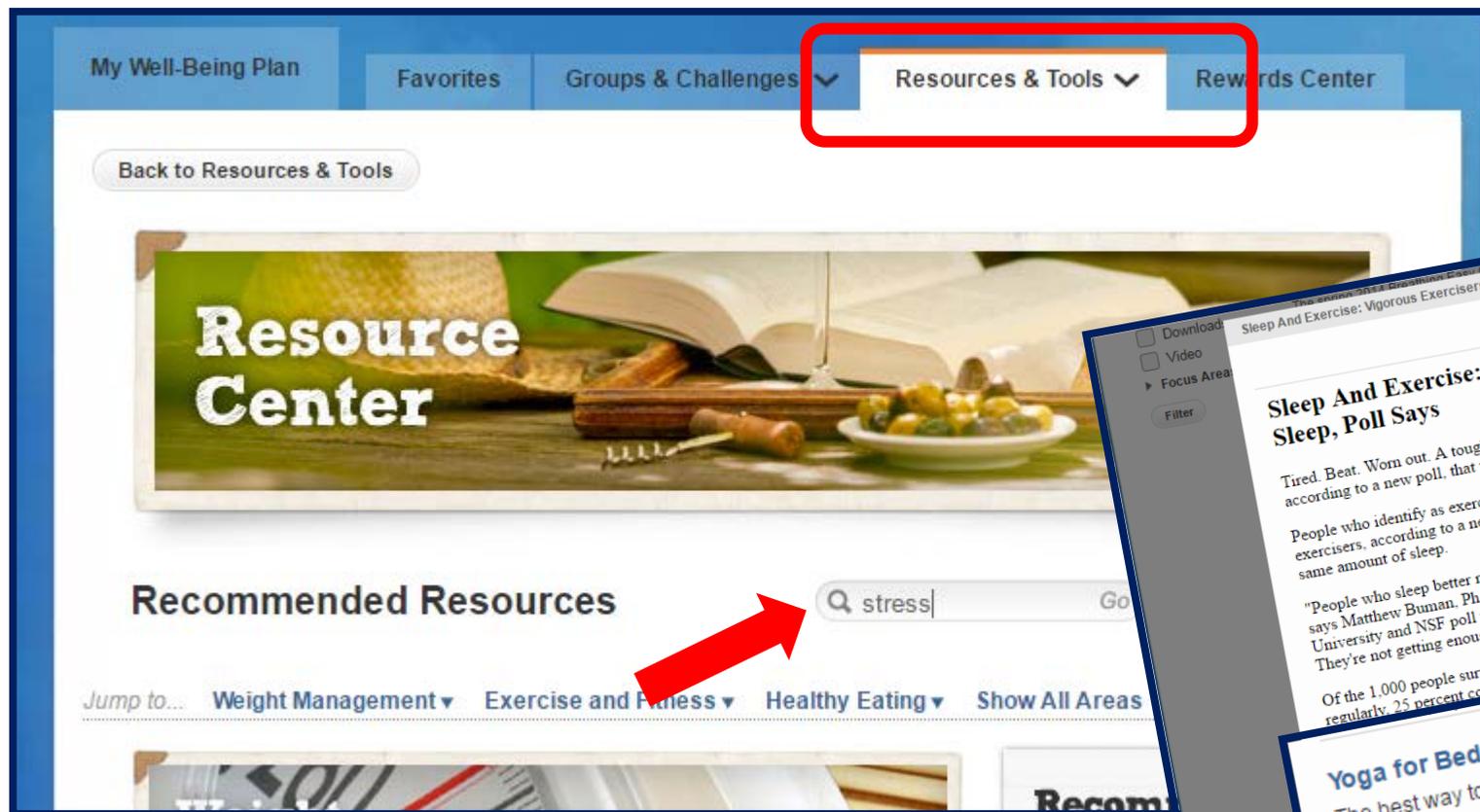
Take Charge! Live Well! Resources: Well-Being Connect

- Trackers
- Action Items
- Journal



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Take Charge! Live Well! Resources: Well-Being Connect

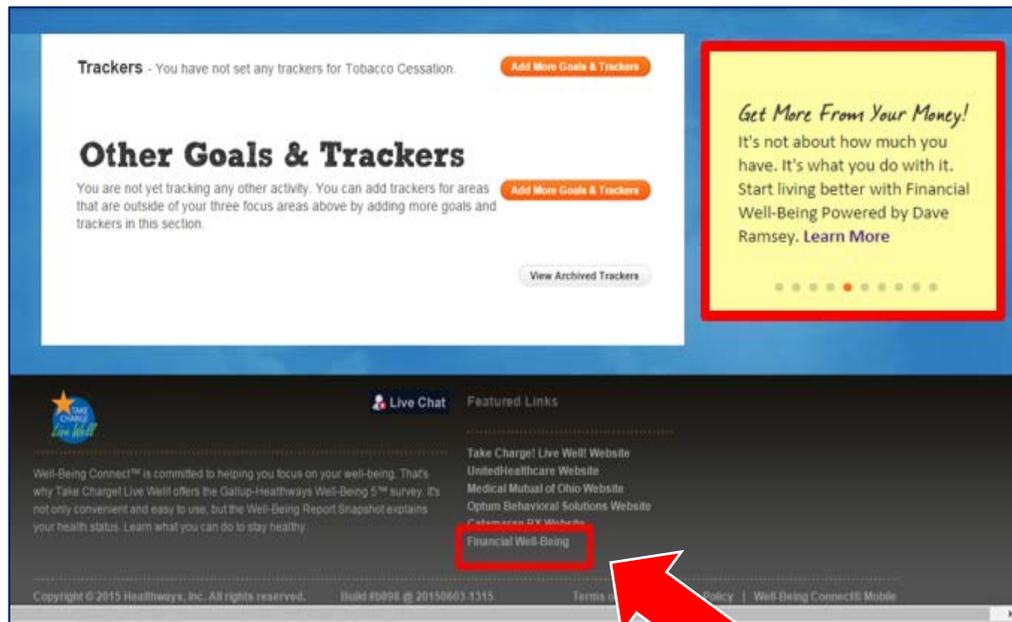


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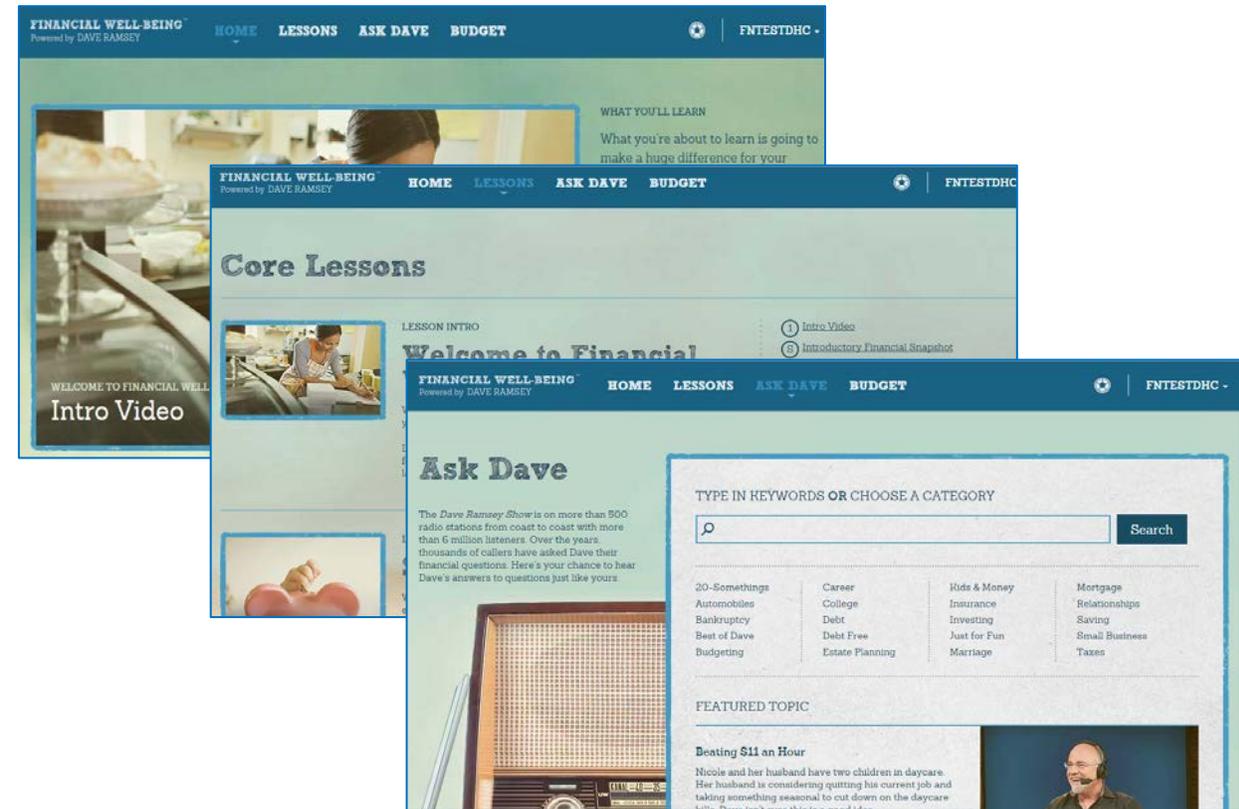
Take Charge! Live Well! Resources: Financial Well-Being

How to access?

- Select the link from the bottom of Well-Being Connect (ohio.gov/tclw)



Work at your own pace



Additional Resources

- Working Solutions (administered by the Union Benefits Trust)
 - Financial, Adult/Elder, Child/Parent, Convenience Services and more
 - (800)358-8515
 - benefitstrust.org
- Employee Assistance Program
 - Counseling Referrals, consultation and more
 - (800) 221-6327
 - ohio.gov/eap
- Optum Behavioral Health
 - 24-hours-a-day, seven-days-a-week telephone assessment and referral services
 - (800)852-1091
 - liveandworkwell.com
- Better Sleep Council:
 - bettersleep.org
- National Sleep Foundation
 - sleepfoundation.org
- National Health Institute
 - nih.gov



Confidentiality

Enjoy all of these benefits knowing your privacy is protected.

The State of Ohio has partnered with Healthways to provide you well-being improvement resources through *Take Charge! Live Well!* Healthways is committed to protecting the confidentiality of your personal information and will only share individual data with the State of Ohio that's required to administer rewards. In addition, Healthways does not sell your data.





THANK YOU!

1-866-556-2288

ohio.gov/tclw

