



International
Wellbeing Insights
People, Culture & Wellbeing



Stress Management Society
from distress to de-stress

NECS

Burnout and Self Care

2021

For further information, please contact
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North of England
Commissioning Support Unit



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WELCOME

Stress is the driving force that keeps us on our toes and ensures that we push to be the best we can be. However that is only valid up to a certain point. If we have too much stress and endless wear and tear, it can drive us into physical, mental and emotional exhaustion.

Certainly we can't avoid the problem. Situations arise on a day-to-day basis, which make physical, mental and emotional demands on us. There may be decisions that need to be made, deadlines that need to be met, and lessons to be learned.

Unreasonable stress affects one in five of the working population and after acute medical conditions it is the most common cause of long term sickness absence from work (CIPD Absence Management 2014).

Stress undoubtedly makes people ill. It is now known to contribute to heart disease, hypertension and high blood pressure, it affects the immune system, is linked to strokes, IBS (Irritable Bowel Syndrome), ulcers, diabetes, muscle and joint pain, miscarriage, allergies, alopecia and even premature tooth loss.

Therefore it is imperative to strike the right balance. As individuals, we must take stock of all aspects of our life and situations and learn to cope better.

Treat it early, and your prospects are good. Ignore the problem, and there is a risk that 'burnout' may become a permanent state of affairs.



UNDERSTANDING BURNOUT

The 11th Revision of the International Classification of Diseases 11 (ICD-11) defines burnout as

“a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed”.

Moreover, according to the ICD-11’s definition, burn-out is characterized into three dimensions:

FEELINGS OF ENERGY DEPLETION OR EXHAUSTION

INCREASED MENTAL DISTANCE FROM ONE’S JOB, OR FEELING OF

NEGATIVISM OR CYNICISM

REDUCED PROFESSIONAL EFFICACY

- | | |
|--|--|
| • COMPULSION TO PROVE ONESELF | • LIEVE THAT OTHERS ARE LAZY |
| • PUSH TO WORK HARDER | • OBVIOUS BEHAVIOURAL CHANGES NOTICED BY OTHERS |
| • NEGLECTING PERSONAL NEEDS | • LOSS OF CONTACT WITH SELF |
| • INCREASED PERCEPTION OF CONFLICT | • FEELINGS OF INNER EMPTINESS |
| • WITHDRAWAL FROM SOCIAL SITUATIONS | • LOW MOOD, DEPRESSION |
| • A REVISION OF YOUR VALUE SYSTEM, SELF-WORTH BASED JOB | • DISTORTED SENSE OF TIME |
| • DENIAL OF PROBLEMS AND/OR BE- | • MENTAL, EMOTIONAL OR PHYSICAL COLLAPSE |

BURNOUT SURVEY

This survey will ask you a series of questions to unpack some of the behaviours that can often lead to becoming burnt out.

The objective of this exercise is not to be compared against a scale or receive a score. The exercise is not intended to cause alarm or cast judgement, but to empower you to improve the pressures that contribute to burnout.

ASSESS YOUR RISK OF BURNOUT

Presenteeism: approximately how many days have you worked whilst either physically, mentally or emotionally unfit in the last 12 months?

	Never	Rarely	Sometimes	Often	Always
My job ___ makes me feel exhausted and depleted of energy	Never	Rarely	Sometimes	Often	Always
I feel I ___ have negative and/or cynical thoughts relating to my job	Never	Rarely	Sometimes	Often	Always
I ___ worry about work outside of my contracted hours	Never	Rarely	Sometimes	Often	Always
I am ___ able to not let work worries affect my private life	Never	Rarely	Sometimes	Often	Always
I get at least 6.5-7 hours of uninterrupted sleep at least four times a week	Never	Rarely	Sometimes	Often	Always
The dividing line between my work and private life is becoming more blurred	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
It's hard for me to switch off	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I feel like I'm working more than the traditional '9-5'	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I feel a bit directionless, like I've lost my purpose	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
My energy levels make me I feel that I am unable to carry out my work effectively	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I feel valued at work	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I feel compelled to prove myself	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I push on to work harder	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I have been neglecting my own personal needs	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I have been choosing to not socialise as much as I used to	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
My self-worth is linked to my achievements	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I often believe that others are lazier than me	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
Others have noticed a change in my behaviour	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I feel disconnected from others	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
My mood has been low	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I feel like there aren't enough hours in the day to get things done	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree
I feel like I'm close to or I have experienced a mental, emotional or physical collapse	Strongly Disagree	Disagree	Not sure	Agree	Strongly Agree

HEALTHY BOUNDARIES SURVEY

This survey will ask you a series of questions to unpack some of the behaviours that can often lead to 'Yes Stress'. The objective of this exercise is not to be compared against a scale or receive a score.

The exercise is not intended to cause alarm or cast judgement, but to empower you to say 'No' when you need to.

ASSESS YOUR ABILITY TO ASSERT YOURSELF	AGREE	DISAGREE
I TAKE ON MORE THAN I CAN DEAL WITH	A	D
I DO MORE TASKS FOR OTHERS THAN OTHERS DO FOR ME	A	D
I FEEL PEOPLE TAKE ADVANTAGE OF ME	A	D
I AGREE TO THINGS TO AVOID CONFRONTATION	A	D
I FEEL STRESSED BECAUSE OF TASKS THAT OTHERS HAVE GIVEN ME	A	D
I CANNOT TELL OTHERS WHEN THEIR BEHAVIOUR IS NOT ACCEPTABLE TO ME	A	D
I CANNOT EXPRESS MY HONEST OPINION TO OTHERS	A	D
I CANNOT SAY 'NO' WITHOUT FEELING GUILTY OR ANXIOUS	A	D
I OFTEN DEPRIORITISE MY NEEDS TO FULFIL SOMEONE ELSE'S DEMANDS	A	D
TOTAL		

MY PERSONAL ACTION PLAN

I promise myself I am going to decrease my 'YES-stress' by taking these actions:

1. _____
2. _____
3. _____

Enter your commitments to log your actions and progress.

BREATHING EXERCISES

(Please do not use this if you are pregnant, have high blood pressure, heart disease or musculo-skeletal issues)

Benefits

- Balances the nervous system
- Tones the heart
- O2 and CO2 exchange increases

RELAXATION TECHNIQUE—4/8/10 BREATHING

INSTRUCTIONS

- Scan the room—colour, sound, energy, how do you feel?
- Imagine a triangle from the corners of your hips to you belly button, inside the triangle is a ball or balloon. Every time you take a breath, imagine that ball/balloon filling up with air.
- Exhale to empty your lungs, then counting to 4, inhale to the belly, filling up the ball/balloon. Once you reach 4, hold this breath for 8 seconds and then slowly exhale to the count of 10. Repeat 2/3 times
- Before doing anything else, scan the room again, how do you feel now?

1-MINUTE FOCUS PRACTICE

INSTRUCTIONS

This breathing exercise is an easy mindfulness technique that allows us to practice being purposeful, in the present moment, and non-judgmental:

- Close your eyes and breathe normally
- Watch your breath, focusing your awareness
- Notice the sensation of your breath around the nostrils
- Where is your breath coming in to? Is your breath fast or is it slow?
- Do not force the breath, just observe it for a few minutes

SUPPORT RESOURCES

THE EMPLOYEE ASSISTANCE PROGRAMME (EAP) is a 24/7 phone and web service providing confidential support and advice in such areas as family matters, debt advice, counselling, dealing with illness and relationships. Further details of the service can be found on the intranet. You can access the service at www.pamassist.co.uk or on 0800 882 4102. When using the service online you will be asked for your organisational username and password which is; Username – necs Password – necs1

THE WELLBEING ACTION PLAN and SIGNPOSTING TOOL can be found on the Health and Wellbeing Page on the Intranet.

MENTAL HEALTH FIRST AIDERS

WOW INTRANET PAGE – Where you will find information and access Individual Risk Assessment

Access to national support, wellbeing support apps and guides can be found here: <https://people.nhs.uk/>

Access to your LOCAL MENTAL HEALTH RESILIENCE HUB – The NHS staff mental health and wellbeing hubs have been set up to provide healthcare colleagues rapid access to local evidence-based mental health services and support where needed. <https://www.england.nhs.uk/supporting-our-nhs-people/support-now/staff-mental-health-and-wellbeing-hubs/>

BETTER HEALTH –Better Health is here with lots of free tools and support
<https://www.nhs.uk/better-health/>

SUPPORT RESOURCES

EVERY MIND MATTERS - Expert advice and practical tips to help you look after your mental health and wellbeing <https://www.nhs.uk/oneyou/every-mind-matters/>

LIVE WELL – Advice, tips and tools to help you make the best choice about your health and wellbeing <https://www.nhs.uk/live-well/>

National health and wellbeing support for our NHS people – Health and wellbeing support options available to all NHS staff www.england.nhs.uk/people

National NHS mental health and wellbeing support options – If you're feeling stressed, anxious or depressed, or just want to feel happier, the NHS website can help signpost you to existing support options <https://www.nhs.uk/conditions/stress-anxiety-depression/>

NHS APPS LIBRARY – Find apps and online tools to help you manage your health and wellbeing <https://www.nhs.uk/apps-library/>

WELLBEING WORKSHOPS- NECS has a number of wellbeing sessions which can be booked on <https://learning.necsu.nhs.uk/>

MY ACTION PLAN

KNOWLEDGE IS POWER...ONLY IF YOU APPLY IT OR TAKE ACTION

GO TO [STRESS.ORG.UK](https://www.stress.org.uk) FOR HUNDREDS OF TIPS

THINK OF THREE COMMITMENTS YOU ARE GOING TO TAKE TO ENSURE YOU ARE BUILDING YOUR PERSONAL RESILIENCE. THIS IS ABOUT LIFESTYLE BALANCE, MAKE YOUR ACTIONS FOCUSED ON **BURNOUT**, **DIGITAL DETOX**, AND **HEALTHY BOUNDARIES**...

ACTION POINT 1: (BURNOUT): I WILL...

ACTION POINT 2 : (DIGITAL DETOX) I WILL...

ACTION POINT 3 : (HEALTHY BOUNDARIES) I WILL...

WHO WILL I MAKE MYSELF ACCOUNTABLE TO OVER THE NEXT 30 DAYS?

HOW WILL WE STAY IN TOUCH? HOW MANY TIMES OVER THE NEXT 30 DAYS?



ABOUT INTERNATIONAL WELLBEING INSIGHTS

Stress is a much used (and abused) term these days. You frequently hear people say “I’m stressed” or “I’m depressed”, yet there is still much confusion about what these terms actually mean and how best to tackle them. This is where we can help. We are the UK’s leading authority on stress management issues, which is why you will regularly hear us talking about this topic in the media.

International Wellbeing Insights is dedicated to leading effective universal change by maximising your resilience, happiness, productivity and success with our passionate approach to reducing stress and promoting wellbeing. Our extensive knowledge of stress and wellbeing and our cutting edge interventions have made us the primary organisation dealing with work-related stress reduction and wellbeing promotion in the UK since 2003.

For years, we’ve been empowering individuals to take charge of their wellbeing through our workshops, guides and regular updates. We also act as a trusted advisor for many companies such as British Airways, Allianz and Shell, guiding them through the mental wellbeing solution maze.

For more information or to book a workshop or a coaching session see www.stress.org.uk, call 0203 142 8650 or email info@stress.org.uk





We provide a range of services across the UK and internationally. We are always happy to discuss how we can support you.

We look forward to supporting your wellbeing journey.

Find Us Here:

The Lighthouse
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www.wellbeing.work

We have supported many organisations, including:

