



Stress Management Society
from distress to de-stress



International
Wellbeing Insights
People, Culture & Wellbeing

BURNOUT & SELF CARE



HOW MANY OF YOU...



HOW MANY OF YOU HAVE EVER FELT
TIRED, A BIT RUN DOWN?



HOW MANY OF YOU HAVE FELT THAT THE
LAST YEAR HAS BEEN A BIT OF A GRIND?



HOW MANY OF YOU HAVE NOT FELT TIRED OR RUN DOWN
NOR BEEN IMPACTED IN ANY WAY WHATSOEVER?



RAISE YOUR HAND OR ANSWER IN THE CHAT SECTION





INTERNATIONAL WELLBEING INSIGHTS HAS BEEN DEDICATED TO LEADING EFFECTIVE UNIVERSAL CHANGE WITH OUR PASSIONATE APPROACH TO RECOGNISING AND REDUCING STRESS AND PROMOTING WELLBEING SINCE 2003.

WE ARE THE RESEARCH AND CONSULTANCY ARM OF **THE STRESS MANAGEMENT SOCIETY**

OUR VISION IS TO CREATE A **HAPPIER, HEALTHIER** AND **MORE RESILIENT** WORLD.

CLIENTS



HOW TO USE THE WORKSHOP



CAMERAS ON PLEASE - THIS IS NOT A LECTURE; THIS IS AN INTERACTIVE WORKSHOP. THE CONTENT HAS BEEN WRITTEN TO MOVE ON WHEN YOU PARTICIPATE.



QUESTIONS WILL BE ASKED THROUGHOUT THE SESSION, PLEASE GET INVOLVED ON THE MICROPHONE. THIS IS NOT DUNCAN'S SESSION, IT'S EVERYONE'S SESSION!



THERE WILL BE OPPORTUNITIES TO PARTICIPATE: WE **NEED TO HEAR FROM YOU! PLEASE FEEL FREE TO ASK QUESTIONS, SHARE EXPERIENCES, DISAGREE, SEEK CLARIFICATION, TELL ME TO SLOW DOWN - WHATEVER YOU NEED AT ANY TIME.**



CAN YOU ALL PUT SOMETHING IN THE CHAT SECTION TO TEST THE TECHNOLOGY, PLEASE?

www.stress.org.uk/mtcc

GROUND RULES: CREATING A TRUSTED SPACE



BE ON TIME

BE HERE NOW:

NOT BE HERE SOMETIMES!

LIMIT DISTRACTIONS:

TECH OFF OR ON SILENT

PARTICIPATION:

WHAT YOU PUT IN IS WHAT YOU GET OUT

HONESTY & RESPECT

KEEP AN OPEN MIND

CONFIDENTIALITY

USING 'I...' STATEMENTS

SAFEGUARDING



PLEASE FEEL FREE TO ADD MORE IN THE CHAT SECTION



OBJECTIVE EXERCISE



NAME

- **Who are you?**

ROLE

- **What do you do?**

OBJECTIVE

- **What do you need from me?**



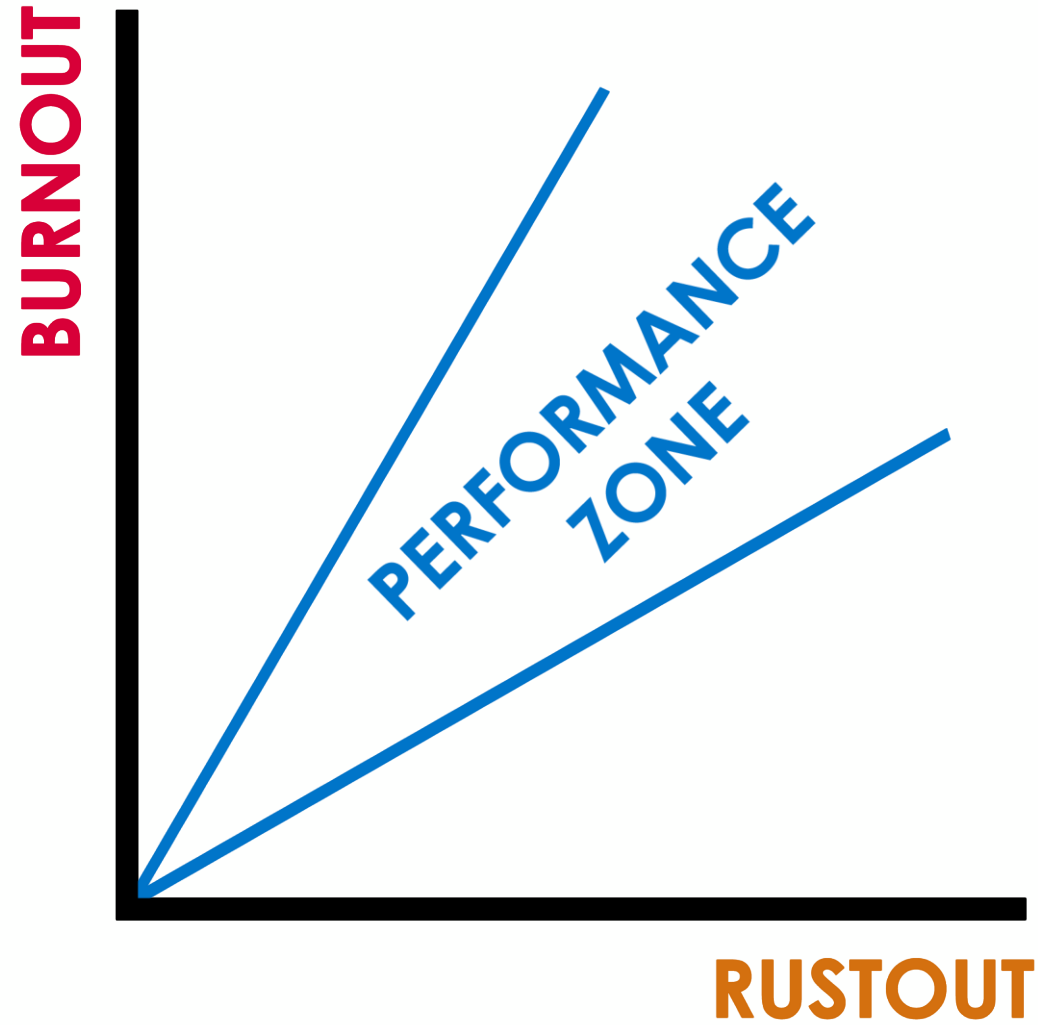
IN THE LAST 12 MONTHS....



- COVID IN INDIA
 - CLOCKS WENT FORWARD
 - EURO 2020...(BUT 2021 REALLY)
 - FLORIDA APARTMENT COLLAPSE
 - EUROPEAN FLOODS
 - SCHOOL HOLIDAYS
 - DELAY OF 'FREEDOM DAY'
 - EMPTY TOKYO OLYMPICS
 - WILDFIRES
 - AFGHAN WITHDRAWAL & TALIBAN
 - BACK TO SCHOOL & OFFICES
 - WHERE'S THE PETROL?
 - CLIMATE PROTESTS
 - DUBAI WORLD EXPO
 - COP26 CONFERENCE
 - CLOCKS WENT BACK
 - OMICROM VARIANT
 - COVID PLAN B
 - RETURN OF FACE MASKS IN PUBLIC SPACES
 - CHRISTMAS & NEW YEAR
 - DOWNING STREET PARTY SCANDAL
 - HUNGA TONGA VOLCANO
 - 'NOVAX' DJOKOVIC
 - LIFTING OF ALL COVID-19 RESTRICTIONS
 - DIPLOMATIC BOYCOTT OF WINTER OLYMPICS
 - WAR IN UKRAINE
 - CLIMATE CHANGE REPORT
 - INFLATION
 - CLOCKS WENT FORWARD
 - FRENCH ELECTIONS
 - ELON MUSK BUYS TWITTER
 - KIER STARMER BEER & CURRY-GATE
 - PASSIVE-AGGRESSIVE EUROVISION
 - FINLAND JOINS NATO
- ...AD NAUSEUM



THE PERFORMANCE ZONE



WHAT IS BURNOUT?



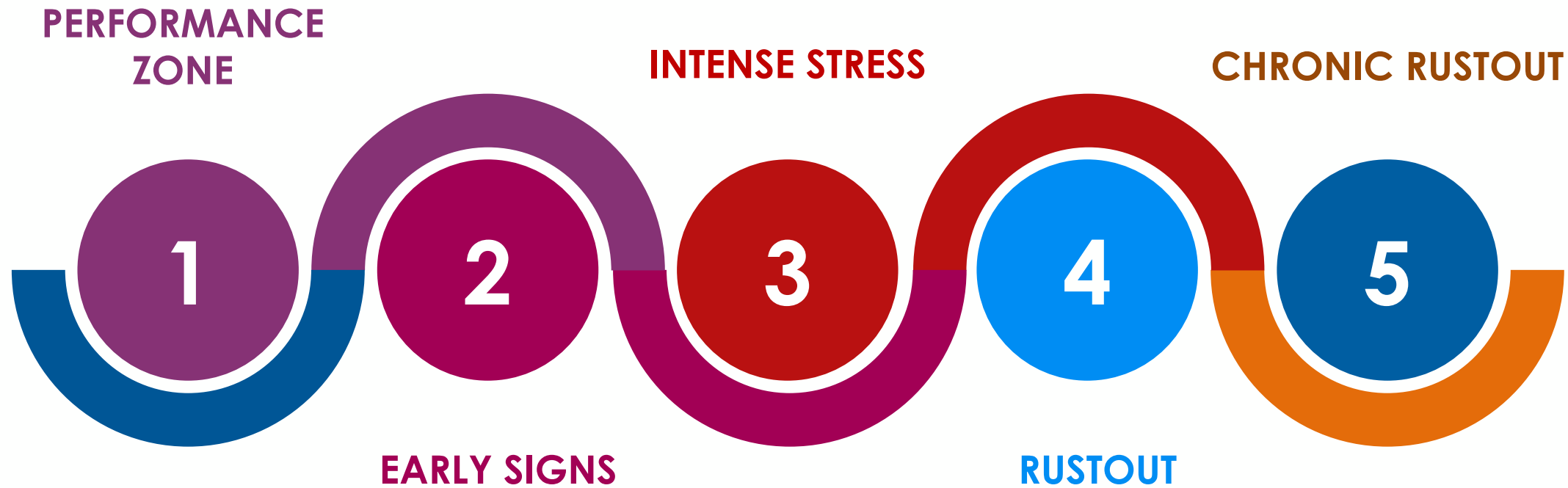
WHAT DO WE MEAN BY RUSTOUT?



TALK TO ME OR ANSWER IN THE CHAT SECTION



FIVE STAGES OF RUSTOUT



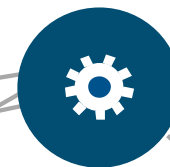
WHAT IS BURNOUT?



WHAT DOES BURNOUT MEAN TO YOU?



TALK TO ME OR ANSWER IN THE CHAT SECTION



WHAT IS BURNOUT?

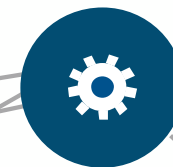


INTERNATIONAL CLASSIFICATION OF DISEASES (ICD 11)

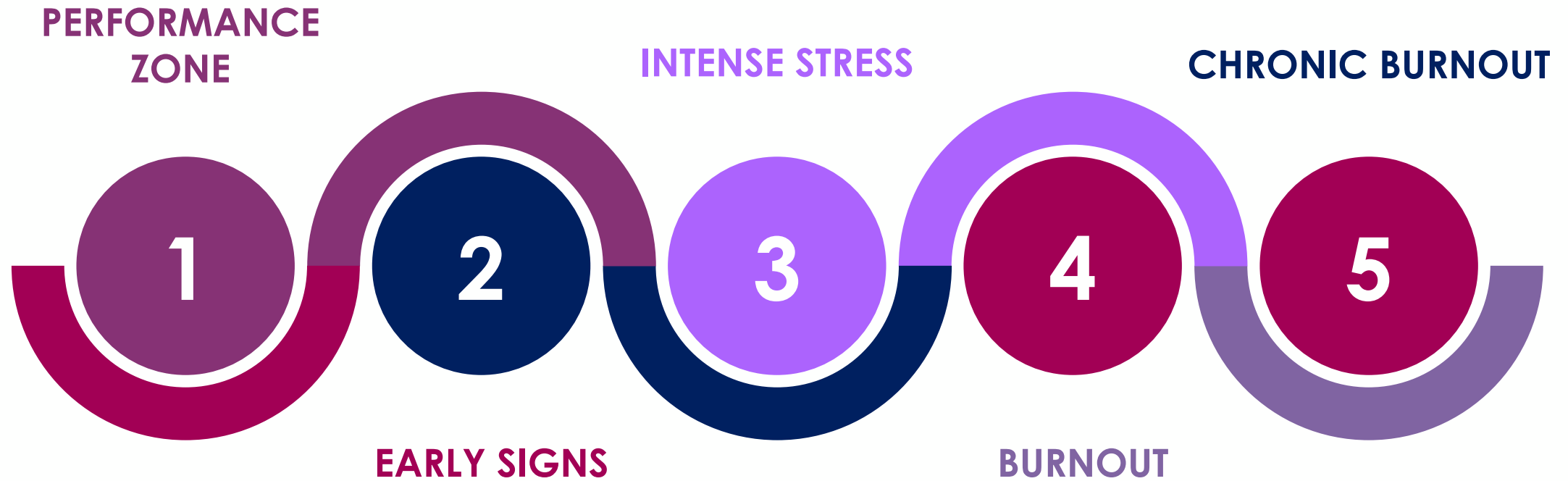
OCCUPATIONAL HEALTH RISK

- EXHAUSTION
- NEGATIVITY AND CYNICISM
- INEFFECTIVE

...USUALLY THE END RESULT



STAGES OF BURNOUT





1

THE PERFORMANCE ZONE

- **EXCITED BY RESPONSIBILITY**
- **COMMITTED**
- **POSITIVE**
- **PRODUCTIVE**
- **COLLABORATIVE**
- **CREATIVE**
- **SATISFIED**
- **WELL-MANAGED BOUNDARIES**
- **GOOD AND CONSISTENT ENERGY LEVELS**



2

EARLY SIGNS

- IRRITABLE
- UNABLE TO FOCUS
- DISSATISFIED WITH JOB
- POOR SLEEP
- LOW PRODUCTIVITY
- ANXIOUS
- FORGETFUL
- REDUCED SOCIAL INTERACTION
- CHANGE IN APPETITE OR DIET



INTENSE STRESS

- MISSED DEADLINES
- LACK OF FUN
- PHYSICALLY ILL
- PERSISTENTLY TIRED
- PROCRASTINATING
- POOR TIMEKEEPING
- RESENTFUL
- INCREASED CAFFEINE CONSUMPTION
- WITHDRAWAL FROM SOCIAL SETTINGS
- ANGRY

STAGES OF BURNOUT



4

BURNOUT

- **FEELING EMPTY**
- **SOCIAL ISOLATION**
- **OBSESSING OVER PROBLEMS**
- **PESSIMISTIC OUTLOOK**
- **NEGATIVE THOUGHT LOOP**
- **SELF-DOUBT**
- **BEHAVIORAL CHANGES**
- **CHRONIC HEADACHES/STOMACH PROBLEMS**
- **NEGLECTING PERSONAL NEEDS**



5

CHRONIC BURNOUT

- **DISCONNECTION**
- **CHRONIC SADNESS**
- **DEPRESSION**
- **CHRONIC MENTAL FATIGUE**
- **LACK OF HOPE**
- **COMPLETE NEGLECT OF PERSONAL NEEDS**
- **MENTAL, EMOTIONAL OR PHYSICAL COLLAPSE**
- **FEELINGS OF INNER EMPTINESS**
- **LOSS OF CONTACT WITH SELF**
- **IN NEED OF PROFESSIONAL INTERVENTION**

WHAT IS BURNOUT...IS IT REAL?



**HOW MANY OF YOU HAVE EVER SEEN
ANY OF THESE SIGNS IN YOURSELF OR
COLLEAGUES?**



TALK TO ME OR ANSWER IN THE CHAT SECTION



WHAT IS BURNOUT...IS IT REAL?



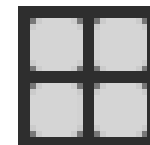
IS BURNOUT INEVITABLE IN OUR PROFESSIONAL LIVES?

BURNOUT SURVEY

<https://burn-out.questionpro.com>

SAVE YOUR SURVEY
RESPONSES TO USE AS
AN AID MEMOIR LATER

PARTNER SHARE-
BREAKOUT ROOM



OTHER SIGNS AND SYMPTOMS OF BURNOUT



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

MAINTAINING BOUNDARIES



BOUNDARIES



NO

WHAT ELSE DO THIS WORD MEAN?



N-O SPELLS:

NO

**RIGHT?
...OR DOES IT?**



NEGOTIATION OPPORTUNITY

N.O.

NEGOTIATING OUTCOMES



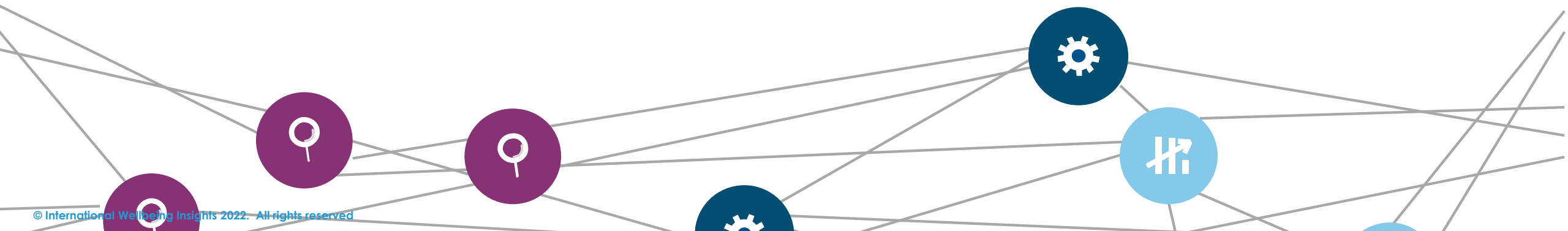
NEGOTIATION OPPORTUNITY

PAGE 6 OF YOUR HANDBOOK OR
<https://healthyboundaries.questionpro.com>

SAVE YOUR SURVEY
RESPONSES TO USE AS
AN AID MEMOIR LATER



HEALTHY BOUNDARIES FEEDBACK



SCALE OF WILLINGNESS



RECEIVING

GIVING

NEGOTIATION

NON-ACTION

I'M A BIG 'YES' TO THAT!

YES, I AM WILLING
YES, I'M WILLING BUT...
I'D RATHER NOT BUT I WILL
FOR YOU

I'M CURIOUS, TELL ME MORE
I DON'T KNOW
I FEEL UNSURE
NOT THAT, BUT I WILL DO
THIS...

IT'S A 'NO' FROM ME ON
THAT
I'M NOT WILLING TO DO
THAT

NO WAY!

YES

MAYBE

NO

PRACTICE DEEP BREATHING



4/8/10 BREATHING

BREATH IN TO THE COUNT OF 4:

1 – 2 – 3 – 4

HOLD FOR 8

1 – 2 – 3 – 4 – 5 – 6 – 7 – 8

EXHALE TO THE COUNT OF 10:

1 – 2 – 3 – 4 – 5 – 6 – 7 – 8 – 9 – 10



BUILDING PERSONAL RESILIENCE: ACTION PLAN



INFORMATION IS NOT ENOUGH FOR POSITIVE BEHAVIOURAL CHANGE

SUCCESSFUL HABIT FORMATION NEEDS THREE KEY CRITERIA:

- 1. COMMITMENT:** DECIDE YOUR ACTION(S), WRITE A STATEMENT STARTING WITH *“I WILL...”*
- 2. SCHEDULE:** FIND THE TIME, BE SPECIFIC BECAUSE THIS IS IMPORTANT
- 3. SUPPORT:** MAKE YOURSELF ACCOUNTABLE TO A) YOURSELF AND B) SOMEONE ELSE – SUPPORT EACH OTHER’S BRIDGE

ACTION PLAN



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

HOW ARE YOU GOING TO ADAPT YOUR APPROACH TO WORK IN ORDER TO EFFECTIVELY IMPLEMENT WHAT WE DISCUSSED TODAY?

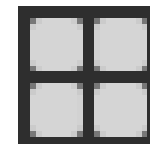
FOR EXAMPLE:

1. BURNOUT BEHAVIOURS

2. LEARNING TO SAY NO

3. HEALTHY BOUNDARIES

**PARTNER SHARE-
BREAKOUT ROOM**



30 DAY CHALLENGE & BUDDY SYSTEM



WHAT WILL **YOU** COMMIT TO FOR THE NEXT
30 DAYS TO IMPROVE YOUR WELLBEING?

BUDDY UP AND KEEP IN CONTACT

www.wellbeing.work

www.stress.org.uk/30daychallenge

NEED TO TALK? SUPPORT RESOURCES



INTRANET PAGE

Please visit your intranet page for more information on support resources, such as Occupational Health: <http://intranet.mtcbc.local/intranet/staff-hub/occupational-health/>

EMPLOYEE ASSISTANCE PROGRAMME: CARE FIRST

To access this resources please input your Merthyr Tydfil email address and password

HR DEPARTMENT

Your HR Department is available for any questions and more information:
Human.Resources@merthyr.gov.uk

WHAT WE HAVE COVERED TODAY



- WHAT IS BURNOUT?
- IS IT REAL?
- SIGNS AND SYMPTOMS
- LEARN TO SAY NO
- HEALTHY BOUNDARIES
- DEEP BREATHING
- SUPPORT RESOURCES
- ACTION PLAN



FEEDBACK



PLEASE LET US KNOW YOUR THOUGHTS AND FEEDBACK ON THE SESSION:

<https://participantfeedback.questionpro.com>



**WHAT DO YOU NEED TO ASK BEFORE WE
END TODAY'S SESSION?**



We look forward to supporting your wellbeing journey



FIND US HERE:

The Lighthouse
Suite S, Quay West
Salamander Quay
Harefield, Middlesex
UB8 6NZ



CALL US ON:

+44(0) 203 142 8650



EMAIL US ON:

info@stress.org.uk



VISIT US ON:

www.wellbeing.work
www.stress.org.uk