



Burnout Prevention

Participant Handout



What is burnout?

- Burnout is a combination of physical, mental, and emotional exhaustion
- “The state of becoming exhausted by making excessive demands on energy, strength, or resources in the workplace.”

– Herbert Freudenberger

What are the causes of burnout?

- Heavy workload
- Lack of appropriate recovery
- Little control over your circumstances
- Additional personal pressures: health, finance, relationships
- Serving in a caregiving role

“In my life, the things that could contribute to burnout are:

”

The Maslach Inventory

Created by Professor Christina Maslach, the Maslach Burnout Inventory (MBI) helps assess an individual's level of burnout in these areas:

- Emotional exhaustion – *“I’ve got nothing left in my gas tank.”*
- Depersonalization – *“I no longer care what happens to my clients.”*
- Personal Accomplishment – *“I am no good at my job.”*
- Cynicism – *“I don’t care about my work anymore.”*
- Professional efficacy – *“My efforts don’t make a difference.”*

Recharge physically: sleep

- Try to keep a consistent sleep schedule
- Aim for 7-8 hours if possible
- Create an unwinding ritual
- Keep the screens out of the room!
- Avoid caffeine, eating, and stress before bed
- Make the bedroom comfortable, dark, and cool

“To ensure better quality sleep starting tonight, I will:

”

Recharge physically

- Go for a walk
- Connect with nature
- Light exercise
- Stretch
- Limit unhealthy food
- Stay hydrated
- Check in with your doctor

“To take better care of my body **TODAY**, I will:

”

“To take better care of my body **THIS WEEK**, I will:

”

Recharge mentally

- Limit stress: Control what you can, control your attitude
- Set boundaries; it's okay to say "no"
- Technology detox
- Play a game to change your focus
- Read a book
- Play a musical instrument
- Consume positive information: books, movies, podcasts, music
- Mindfulness meditation
- Journal and examine your thoughts

"To take better care of my mind today, I will: _____"

Recharge mentally: Journal

- Q: What are your greatest strengths and skills?

- Q: What have you done you are proud of?

- Q: Who is counting on you?

- Q: When did you most care about your work, and why?

Recharge emotionally

- Be mindful of your daily emotional experience
- Seek out activities that bring you joy
- Add laughter to your day
- Add playfulness to your day
- Add creativity to your day
- Cuddle with pets
- Be kinder and more forgiving of yourself
- Consider what you are grateful for

What is an activity that brings you joy? _____

What is a movie/show/podcast/etc. that makes you laugh? _____

What did you used to do for fun before you got so busy? _____

What are you grateful for? _____

How can you be kinder to yourself today? _____

“To recharge emotionally today, I will: _____”

Create your self-care plan

What time today will you do something to care for yourself? _____

What time this weekend will you do something to care for yourself? _____

How will you ensure you follow through? _____