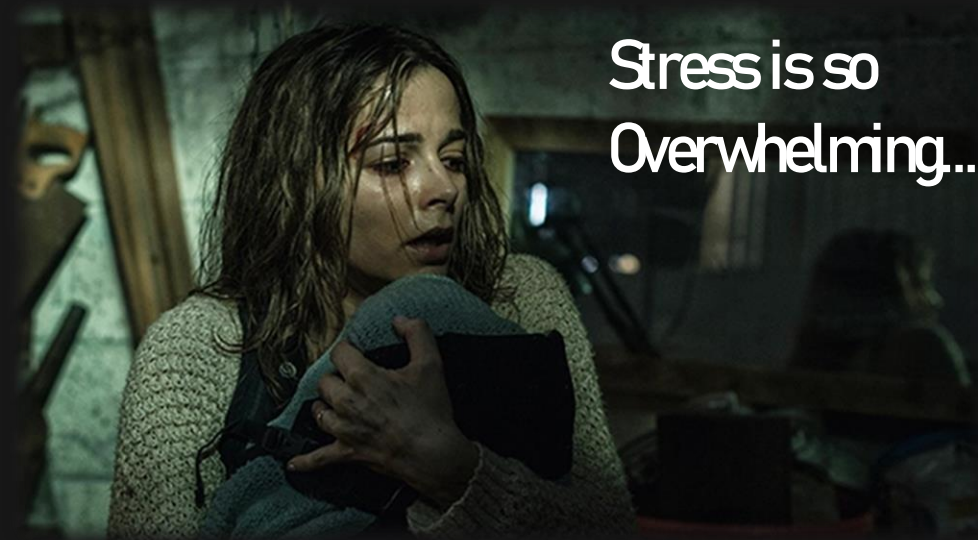


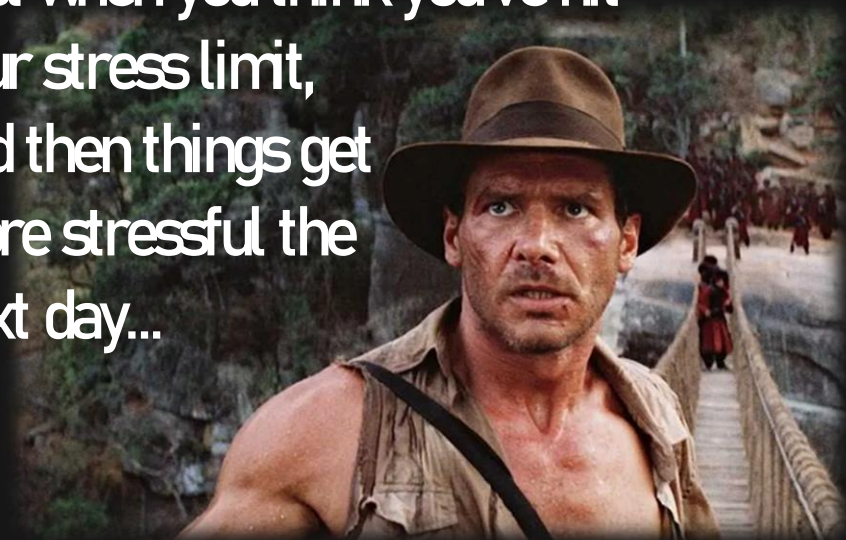
BURNOUT / NERVOUS BREAKDOWN

RESILIENCY



Stress is so
Overwhelming..

Just when you think you've hit
your stress limit,
and then things get
more stressful the
next day...



...that it prevents one from functioning
normally in daily life



...you realize that the limit
does not exist.

Psychology of Burnout

What is burnout?

- Burnout is a **psychological syndrome emerging as a prolonged response to chronic interpersonal stressors on the job**. The three key dimensions of this response are:
 - ↳ an overwhelming exhaustion
 - ↳ feelings of cynicism and detachment from the job
 - ↳ a sense of ineffectiveness and lack of accomplishment
- Professor Maslach later defined burnout as **the end state of long-term chronic stress and a psychological syndrome involving emotional exhaustion, depersonalization, and a diminished sense of personal accomplishment that occurred among various professionals who work long term with other people in challenging situations.**



Christine Maslach-Zimbardo

**See later pages for notes on Nervous Breakdown*

Who is most prone to burnout?

➤ Work in which employees are:

↳ Under-challenged, worn-out, overloaded, lack of development, neglected, frenetic

➤ Individuals who are not able to gain more time (and are thus at elevated burnout risk), are:

↳ Teachers, Paramedics, Firefighters

❖ Note: Employees who say they have enough time to do their work are 70 percent less likely to experience high burnout.

Prevalence

- Burnout among women was 30% in 2019 but expanded to 34% in 2020 and remains 34% in 2021. Burnout among men was 27% in 2019, fell to 22% in 2020 and is 26% in 2021.
- Why do women report burnout more than men?
 - ↳ The academics concluded that women were more vulnerable to burnout than men because women were less likely to be promoted than men, and therefore more likely to be in positions with less authority which can lead to increased stress and frustration
 - ↳ Women are concentrated in high-burnout-risk occupations
- Burnout affects millennial (born 1980-1995) retention: 84 percent of millennials say they have experienced burnout at their current job, compared to 77 percent of all respondents. Nearly half of millennials say they have left a job specifically because they felt burned out, compared to 42 percent of all respondents.



How long does mental burnout last?

- ↪ Sometimes it is a dormant chronic stress that only results in burnout after five years, while for others it is the inevitable outcome of a period of intense and acute stress lasting several months. Once a phase of stress or overwork has turned into burnout, it takes at least 11 weeks to recover from it.

Impact of burnout on your brain

Neuroscientists discovered that burnout has the following effects on your brain:

- It enlarges your amygdala (the part of the brain that controls emotional reactions).
 - ↪ This can increase moodiness. It also causes you to have a stronger stress response when startled.
- Burnout causes the prefrontal cortex to thin (the part of the brain that is responsible for cognitive functioning).
 - ↪ This happens normally with ageing but in people who are stressed for prolonged periods of time, it occurs much more rapidly.
- Parts of the brain that control memory and attention spans are weakened. This makes it more difficult to learn.
- The brains of people who are chronically burnt-out show similar damage as people who have experienced trauma.
- Burnout reduces the connectivity between different parts of the brain which can lead to decreased creativity, working memory and problem solving skills.

14 tips on how to recover from burnout ✓

- ✓ Track your stress levels
- ✓ Identify your stressors
- ✓ Create a habit of journaling
- ✓ Seek professional help from a coach or therapist
- ✓ Build a support network
- ✓ Get enough exercise
- ✓ Speak up for yourself
- ✓ Learn stress management techniques
- ✓ Create a life-work balance
- ✓ Do things that you enjoy
- ✓ Create a healthy sleep schedule
- ✓ Follow a healthy diet
- ✓ Practice mindfulness and meditation
- ✓ Set boundaries

How to support someone who is experiencing burnout

➤ It can be painful to watch a loved one struggle with burnout, especially because it's rarely possible for you to address the root causes yourself.

Instead, try these...

- ✓ Practicing empathic listening
- ✓ Encouraging self-care
- ✓ Offer help with tasks outside of work

New research has found that by **exercising outdoors**, employees will feel more revitalized, less tense, and more ready to tackle tasks the next day

↳ Study: **10-50 minutes in any natural space** was the most effective to improve mood, focus and physiological markers like blood pressure and heart rate

Psychology of Nervous Breakdown

“Nervous breakdown” is not a clinical medical term, nor does it indicate a specific mental illness

Is burnout a nervous breakdown?

↳ Worry, stress and anxiety can build up over a long period of time and reach a point where a person is no longer able to cope or perform their normal daily tasks.

Burnout is when a person reaches a state of total mental, physical and emotional exhaustion

↳ A nervous breakdown is being overwhelmed by stress to the point of not being able to function normally

↳ A nervous breakdown can last from a few hours to a few weeks.

Triggers

➤ A nervous breakdown is ultimately caused by an inability to cope with large amounts of stress, but how this manifests exactly varies by individual. Work stress, mental illness, family responsibilities, and poor coping strategies are all things that can lead to a nervous breakdown and the inability to function normally.

People who were hospitalized for mental breakdown



Britney Spears
2007, publicly shaved
her head and attacked
photographers car.
placed on involuntary
psychiatric hold



Mischa Barton
involuntary psychiatric
hold in 2009



Marilyn Monroe
1961, entered a psychiatric clinic



Bruce Springsteen
Never hospitalized for breakdown,
“but I should have been”
Experienced two emotional breakdowns



Selena Gomez
Hospitalized (self-checkin) in October 2018 for emotional breakdown