

Psychology of Success Part 1

How to Recover from
Overwork & Burnout





<https://qrco.de/bdDqyG>



Today's Objectives:

- Mental Health Awareness
- Learn about Mental Health First Aid
- Mindfulness practices and programming
- Tools for mental wellness & collaboration
- Resources for ongoing wellness programming



The Stress Epidemic



AMERICAN
PSYCHOLOGICAL
ASSOCIATION

People who report workplace stress	61%
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Percent of people who regularly experience physical symptoms caused by stress	77%
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Regularly experience psychological symptoms caused by stress	73%
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Feel they are living with extreme stress	33%
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Feel their stress has increased over the past five years	48%
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Stressors of the Pandemic

- Concerns for health & safety of self & loved ones
- Adjustments to working differently
- Less social support and community
- Dependent care—work-life balance challenges
- Financial fears & stress
- Racial injustice issues coming to the forefront
- Political divide and unrest
- Challenges managing uncertainty and change



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Reintegration Challenges

- Continued transition & uncertainty
- Health anxiety
- Social anxiety
- Dependent care coverage
- Financial stress (helping loved ones)
- Workload
- Working remotely



Signs & Symptoms of Stress

- Physical
- Emotional
- Cognitive
- Relational
- Financial



Stress vs. Burnout

- Stress is the body's physical and psychological response to anything perceived as overwhelming
- Burnout is a state of emotional and physical exhaustion caused by excessive and prolonged stress



Symptoms of Burnout

Feelings of:

- Powerlessness
- Hopelessness
- Detachment
- Isolation
- Irritability
- Frustration
- Failure

Decrease in:

- Despair
- Cynicism
- Apathy
- Emotional exhaustion
- Self-esteem
- Concentration
- Memory

Increase in:

- Errors
- Absenteeism
- Physical complaints
- Sleep disruption

Implications of Burnout

- WHO study, 785,000 deaths per year from overwork & burnout
- The Great Resignation
- Self-Employment





Mental Health Implications

- Feelings of grief and loss
- Increase in stress, anxiety and depression
- Increase in substance abuse
- Relationship conflict, abuse, violence
- PTSD/Trauma
- Increase in suicide rates
- Burnout

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Mental Health Continuum

In Crisis

Very anxious
Very low mod
Absenteeism
Exhausted
Very poor sleep
Weight loss

Struggling

Anxious
Depressed
Tired
Poor performance
Poor sleep
Poor appetite

Surviving

Worried
Nervous
Irritable
Sad
Trouble Sleeping
Distracted
Withdrawn

Thriving

Positive
Clam
Performing
Sleeping Well
Eating normally
Normal social
activity

Excelling

Cheerful
Joyful
Energetic
High performance
Flow
Fully realizing
potential

“

Acceptance
**If you don't like
something, change
it. If you can't
change it, change
your attitude.**

Maya Angelou

”



Control what you can, let go of the rest

What you can control:

- Your own thoughts
- Your own emotions
- Your own behaviors
- Your own choices

What you can't control:

- Other people's thoughts
- Other people's emotions
- Other people's behaviors
- Other people's choices
- Outcome
- The Pandemic

Shift Your Mindset Back Into a Routine

- Sleep schedule
- Workout routine
- Grooming/attire for the workplace
- Reintegrate the commute
- Healthy meal prep and planning
- Managing dependent care (children, pets, etc.)
- Self-care practices at work



Time Efficiency

- Identify & eliminate time wasters
- Beware of high time investment/low priority tasks
- Be a single tasker & chunk related tasks
- Take breaks to replenish your energy levels
- Block of calendar
- Auto-response on emails
- Prepare your plan & materials for the next day



Time Management Strategies

- Prioritize (must do, should do, nice to do)
- Delegate
- Simplify
- Set time limits
- Postpone
- Eliminate



Mental Health Tips

- Prioritize your mental health & wellbeing
- Create structure to your day
- Take a break from the news
- Take time for mindfulness practices



Mindfulness & Work Research



Job Performance
Problem Solving
Work/Life Balance
Focus & Concentration
Ethical Decision Making
Creating & Innovation
Employer-Employee Relations



Emotional Exhaustion
Cognitive Rigidity
Intention to leave
Multi-tasking
Sick Days
Stress

“

Positivity

**A man is but the
product of his
thoughts...what he
thinks, he becomes.**

MOHANDAS GANDHI

”



Keep Your Thinking Positive

- Turn down volume of your inner critic
- Detach from fear
- Avoid catastrophic thinking
- Practice the power of affirmations and mantra



“

Practice Gratitude

**He is a wise man who does
not grieve for the things
which he has not,
but rejoices for those
which he has.**

EPICTETUS

”



Detachment

Feelings are waves of energy which we can choose to surf, rather than allowing them to overcome us.

ARLENE ENGLANDER



Detach From:

- Your own negative emotions like fear, anxiety, anger and sadness
- The negative emotions of others
- Expectations
- Outcome (embrace uncertainty)



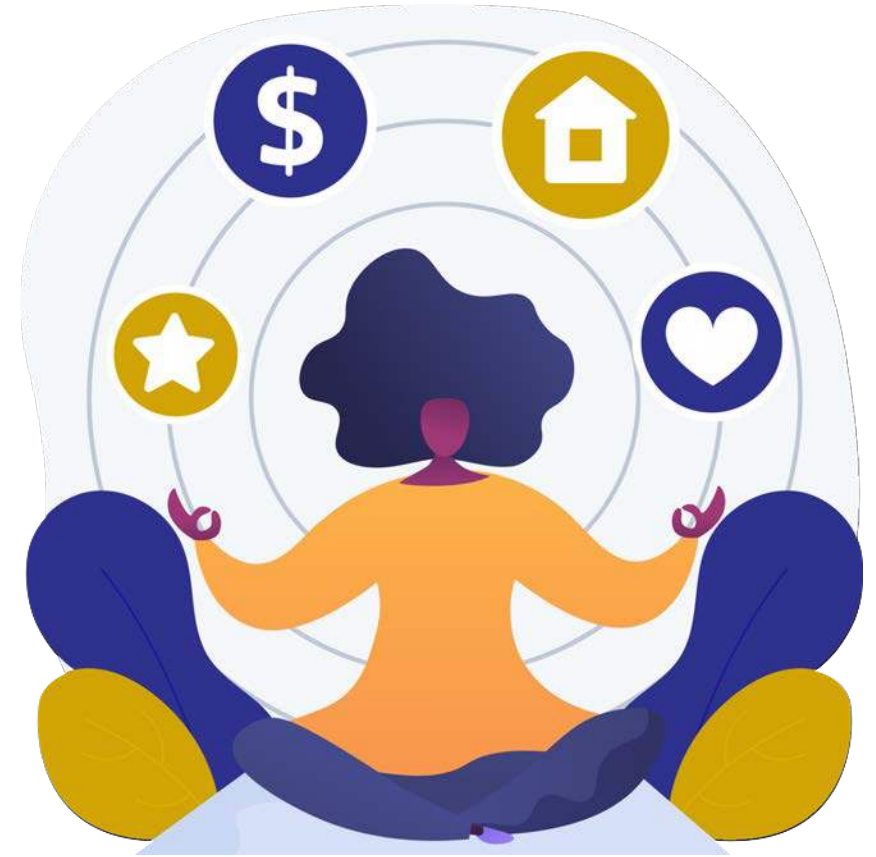
Prioritize Your Own Well-Being

- Practice self-care
- Set healthy limits and boundaries with assertive communication

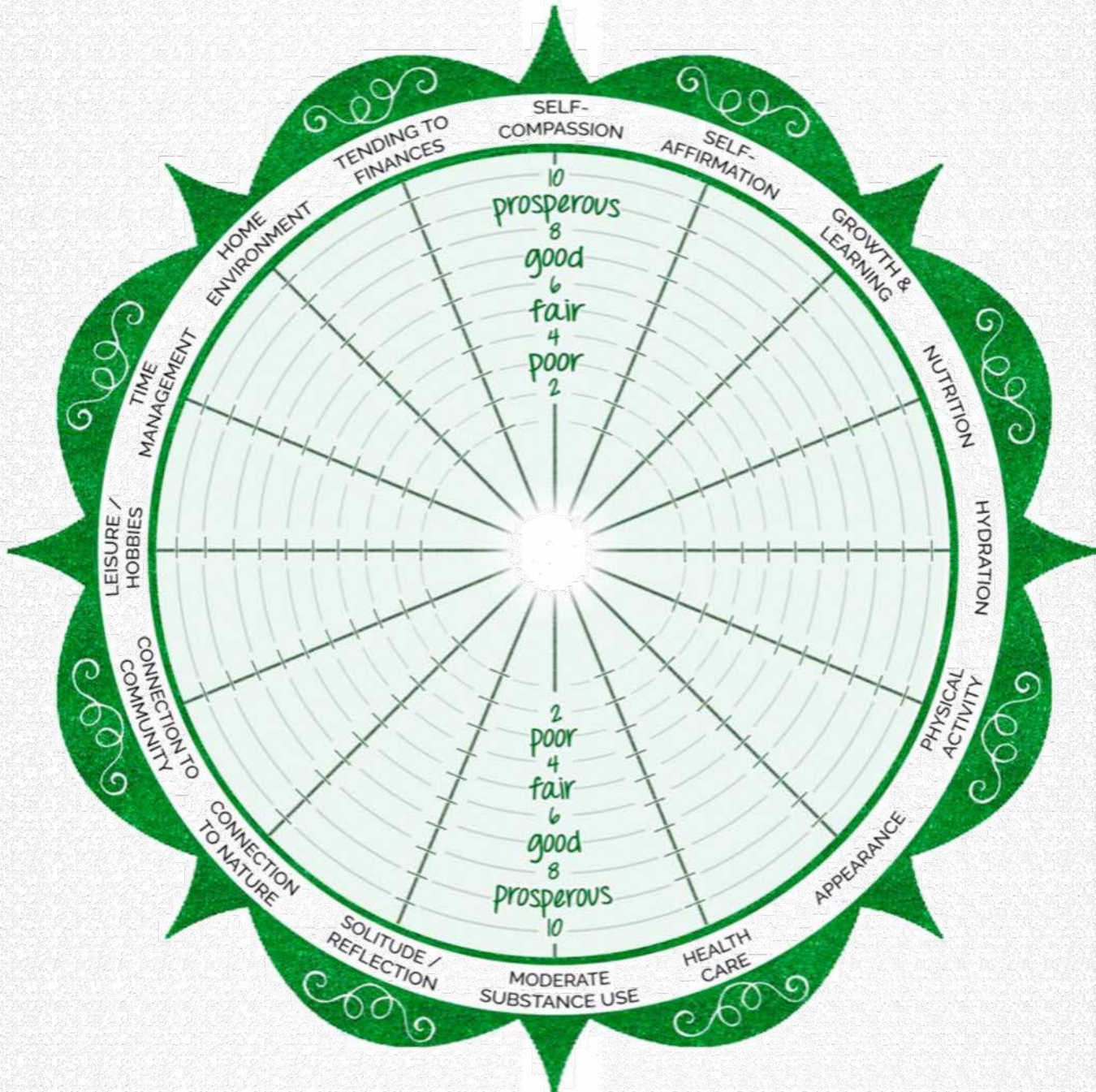


Practice Self-Compassion

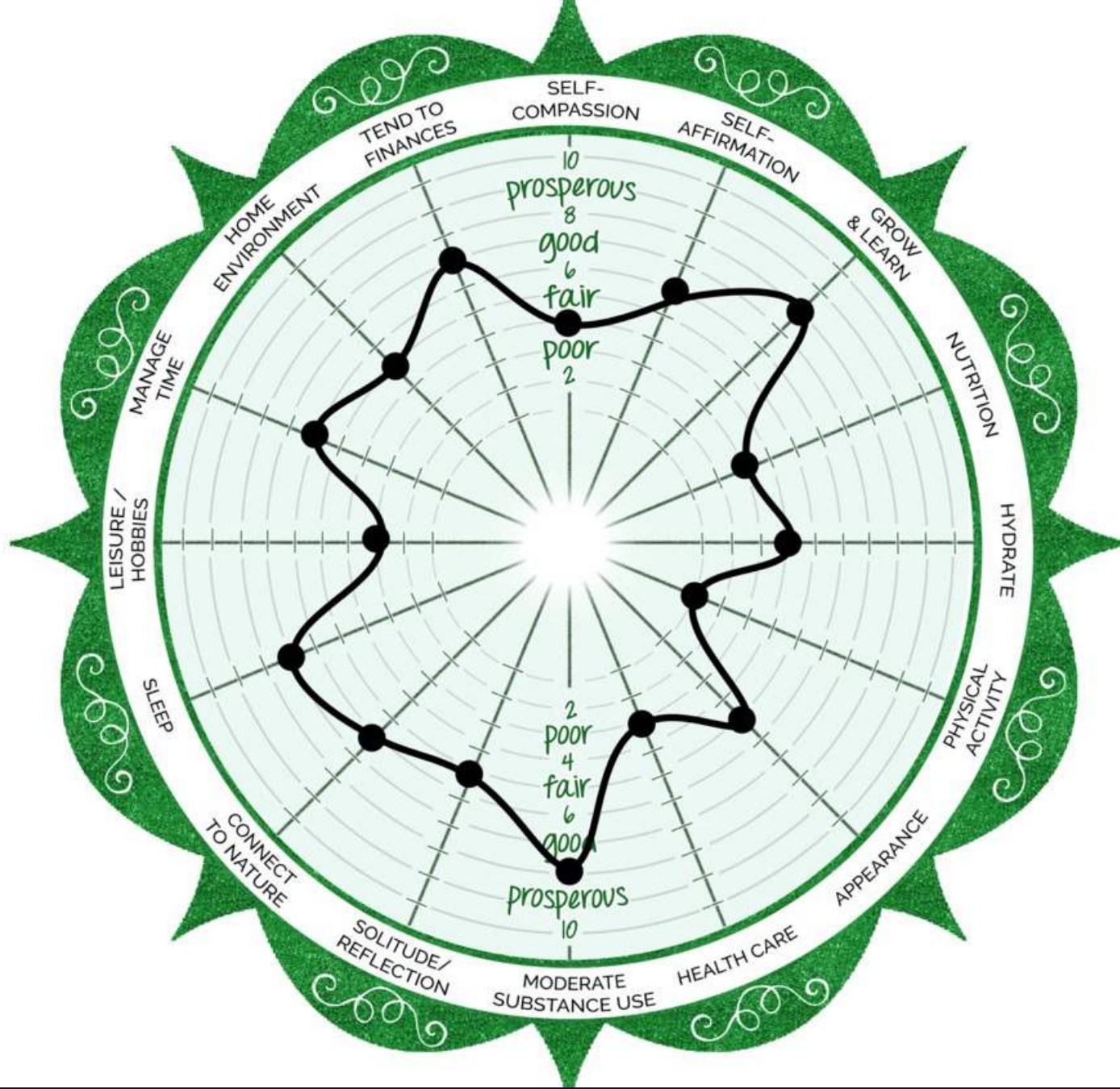
- Honor your feelings
- Don't judge or ignore your feelings
- Practice self-forgiveness
- Honor your personal priorities
- Keep asking, "Am I making the choices I want?"



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Self-Care Wheel



Sample Completed Self-Care Wheel

“
Support

**Alone we can do so
little, together we can
do so much.**

HELEN KELLER

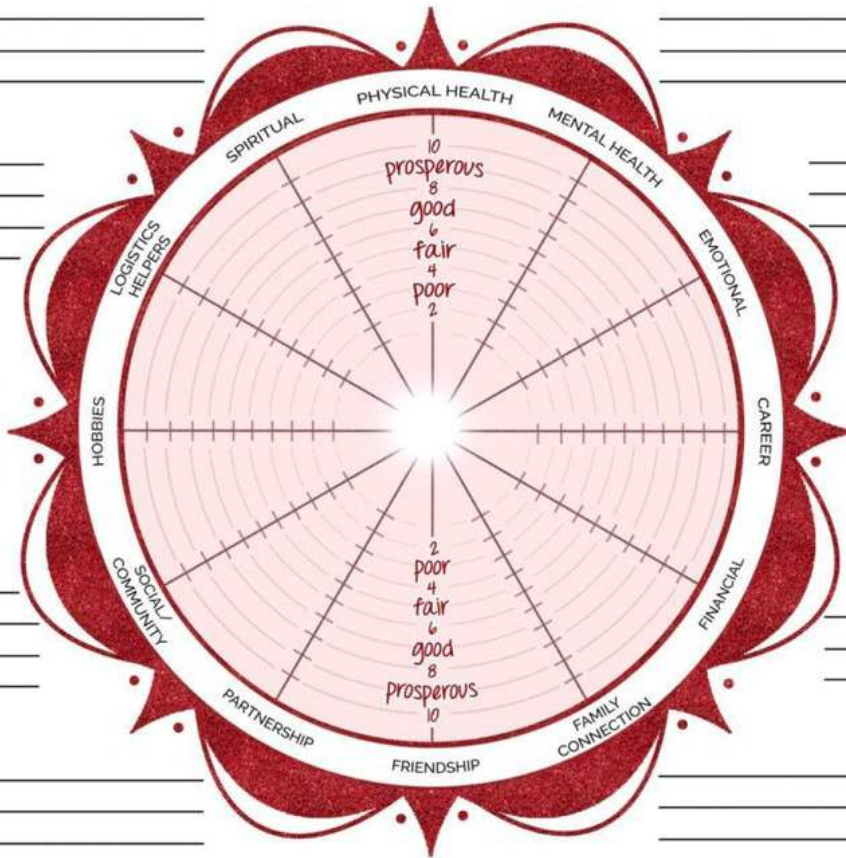
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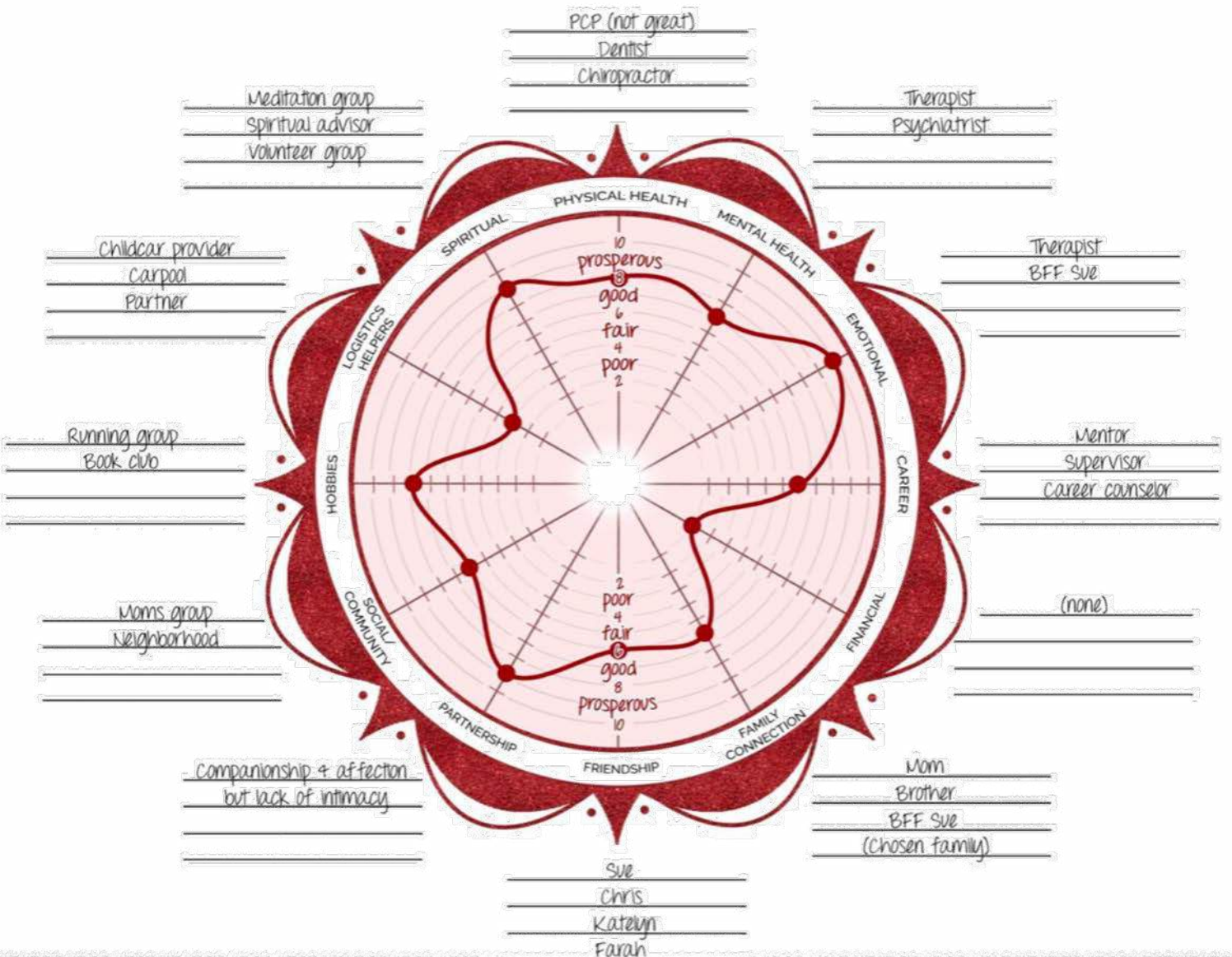
Barriers to Accessing Support

- Fear (difficulty trusting)
- Pride
- Shame or stigma
- Guilt
- Fear of imposition
- Low self-esteem, not feeling deserving
- Learned helplessness
- Hopelessness
- Loss of power and control (ego)
- Loss of credit (ego)
- Early life messages
- Expense
- Introversion or shyness





Support Network Wheel

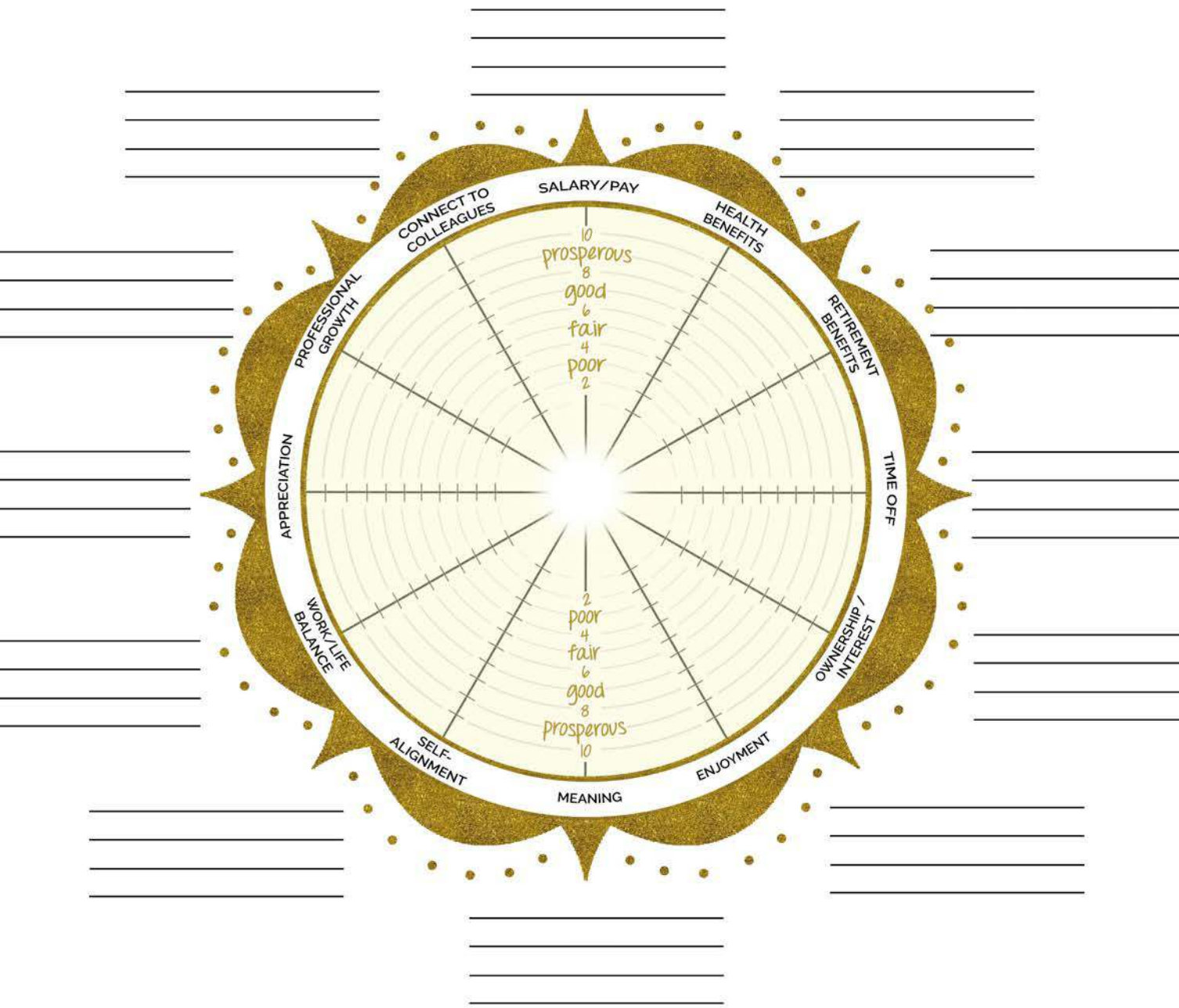


Sample Support Network Wheel

Access Support

- Avoid isolating with your feelings
- Connect with loved ones
- Ask for what you need
- Access community
- Utilize teletherapy





Workplace Satisfaction Wheel

“
Resilience

**Life will give you
whatever experience is
most helpful for the
evolution of your
consciousness.**

EKHART TOLLE
”



Lao Tzu:

**If you realize that all
things change,
there is nothing you will
try to hold on to.**

Embrace the power of mantra,
“I am flexible and bendable, like a reed in the wind.”



Resilient People

- Understand that challenges are a part of life
- Promote health and wellbeing
- Enjoy connection & collaboration
- Are open, flexible and adaptive
- Are emotionally intelligent
- View challenges as opportunities
- Learn from mistakes
- Avoid worrying
- Have a sense of humor even when stressed



Key Components to Building Resilience

- Prioritize your mental health & wellbeing
- Seek and give support
- Strive for work/life balance
- Engage fully in life; don't isolate yourself
- Develop a sense of purpose/meaning in life







Mental Health Tips

- Choose a growth mindset
- Accept what you can't change
- Practice self-care
- Access support
- Cultivate work-life balance



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Utilize Your Benefits

- PTO
- Sick benefits & FMLA for time as needed
- Insurance Benefits (Mental Health Parity Law)
- Flex Spending/Health Savings Accounts
- Employee Assistance Program (EAP)



EAP Services

- Free sessions per issue, per year
- Immediate family members also eligible
- Counseling for stress, mental health, substance abuse, relationship issues, etc.
- Resources to alleviate stressors
- Childcare & Eldercare
- Legal & Financial
- Educational resources



Counseling & Therapy Resources

- [United Healthcare](#) has launched a free (to anyone) 24/7 support line staffed by mental health experts: Call 866-342-6292
- Text HOME to 741741 to connect with a [Crisis Counselor](#)
- National Suicide Prevention Lifeline: 800-273-8255
- [Find a Mental Health Facility Near You](#)
- Most insurance companies are covering teletherapy and some like Aetna have waived copays for telemedicine.
- [PsychologyToday's Find-A-Therapist Directory](#)



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Free Self Test Tools

- psychologytoday.com/us/tests
- psychcentral.com/quizzes/



Meditation Resources

- [Calm: 30 Days Free](#)
- [Headspace: Free Trial](#)
- [Jack Kornfield: Compassion in the Time of Coronavirus](#)
- [Eckhart Tolle](#)
- [Jon Kabat-Zinn](#)
- [Tara Brach](#)



Support Resources

- **National Alliance on Mental Illness (NAMI)**
 - **Advocate for Change—Vote4MentalHealth**
 - Take the **StigmaFree Pledge** to #CureStigma
 - **Share your story**
 - Take action on **advocacy issues**
 - **Walk for mental health**
- **Depression and Bipolar Support Alliance Advocacy Center**
- **Hope for the Day**

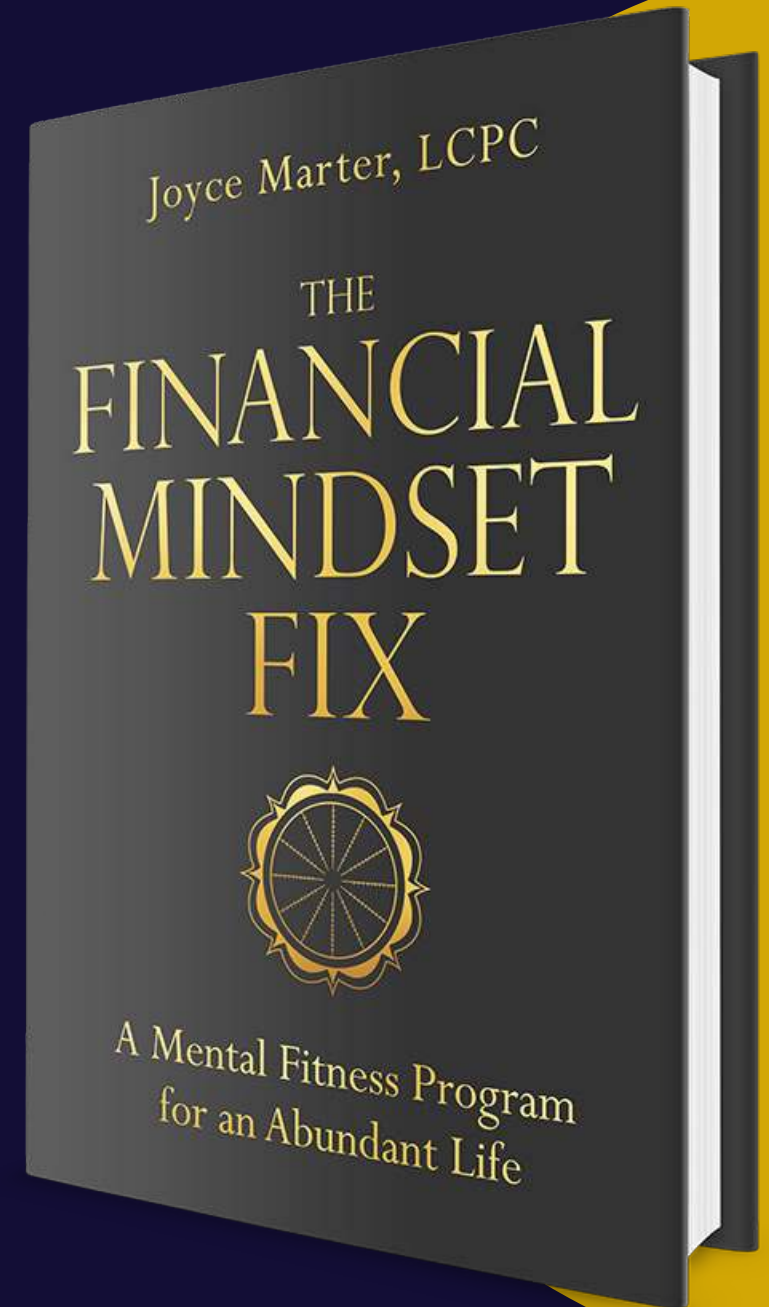
Hope for the Day's tagline is "It's okay not to be okay" and they provide education, outreach and action to break the silence around mental health.



**Open yourself up to
a life of greater
prosperity, joy,
and happiness**

ORDER YOUR COPY OF THE
FINANCIAL MINDSET FIX TODAY!

Joyce Marter



KEEP (doing)	START (doing)	STOP (doing)

**What are
you going
to do now?**

Q & A





Thank You!

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