



# Burnout Prevention

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# Training program

- What is burnout?
- The main symptoms of burnout
- Risk factors of burnout
- Burnout prevention strategies
- Stress reduction techniques
- How to stay sane during crisis?



# What is burnout syndrome?

Psychological, physical and emotional exhaustion, usually as a result of **prolonged** stress at work or in personal life.



# The main symptoms of burnout

## 1. Emotional exhaustion

- Feeling chronically tired
- Loss of willingness to communicate
- Feeling that you can't give anything to others or meet their expectations
- Psychosomatic reactions
- Struggling to concentrate



# The main symptoms of burnout

## 2. Depersonalization or cynicism

- The depletion of empathy, caring, and compassion
- “Negative” interactions with others
- Feeling isolated and struggling to maintain relationships



# The main symptoms of burnout

## 3. Decreased sense of accomplishment

- Prolonged feelings of depression and/or anxiety
- Loss of enjoyment, motivation, creativity
- Persistent thoughts about your work/life being meaningless
- Loss of faith in your competencies, positive outcomes and yourself



## Risk factors of burnout

- Employees, who's work is connected with intense and prolonged communication
- People, who have excessive responsibility
- People, who have Human Giver Syndrome
- Women





## Risk factors of burnout

- Seeking always to be strong
- Single parents
- Experiencing big personal or work related stress



# Burnout prevention strategies

1. Primary Prevention. Reduce or eliminate stress factors
2. Secondary Prevention. Reduce stress related consequences
3. Tertiary Prevention. Burnout treatment



# Stress reduction techniques

- At least 20 minutes everyday
- Physical activity
  - sport, dance, exercise
  - crying
  - nature, “grounding”
  - breathing exercises
  - laughter



# Stress reduction techniques

- **Positive communication!!!**
- Love and attachment relationship
- Creative self-expression



# How to stay sane during crisis?

## Challenges:

- Uncertainty and changes
- Accept changes
- Adapt to changes and renew



## How to stay sane during crisis?

- Time for asceticism/self-discipline, not pleasures
- Time to choose goodness or ...
- Time to choose CORE values
- Time to take care of yourself and others



## Summary

- Avoid prolonged stress
- Burnout prevention daily!!!
- Give-get energy balance
- Physical activity
- Positive communication
- Personal stress reduction techniques
- Accept changes
- Adapt to changes and renew
- Know your CORE values



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