STRESS, BURNOUT, AND MENTAL WELLNESS: HOW TO MANAGE, PREVENT & SUSTAIN

HANCOCK COUNTY COMMUNITY FOUNDATION
SEPTEMBER 29, 2021
Objectives

Understand the difference between stress and burnout

Understand how professional and personal stress affects overall mental wellness

Develop techniques for managing and mitigating feelings of burnout

Learn how to build professional resilience and ultimately thrive
An estimated **43.8 million adults** aged 18 and older in the United States have a diagnosed mental illness, and **17.5 million** have an SMI **(8% of total population)**
Depression has surpassed all physical diseases as the major cause of disability worldwide.
The total estimated annual cost for mental health and substance use treatment in the United States is $280 billion.

Untreated MHDs and SUDs in the United States have an estimated annual economic impact of $650 billion in costs related to crime, lost or reduced productivity, and increased healthcare expenses.
50% of all lifetime cases of mental illness begin by age 14 and 75% by age 24.

The average delay between onset of symptoms and intervention is 8-10 years.

37% of students with a mental health condition age 14 and older drop out of school - the highest dropout rate of any disability group.

70% of youth in state and local juvenile justice systems have a mental illness.
OUR MENTAL WELLNESS AFFECTS ALL ASPECTS OF OUR LIFE

25 years
Average span by which American adults with serious mental illness die earlier than others

– National Alliance on Mental Illness
Temporarily 
CLOSED 
due to COVID-19 pandemic
Toxic stress and traumatic experiences have been linked to mental illnesses such as anxiety disorders and depression, as well as the exacerbation of other existing mental health disorders.
In a critical event, 30-40% of the impacted population will likely have a **new** incident based mental health disorder.
Current data indicates that 95 – 100% of the world’s population has had their mental wellness impacted by the pandemic.
THE IMPACT OF COVID-19

Exacerbating factors that can affect the nature and magnitude of any impact:
- Lack of healthcare coverage
- Existing structural inequalities
- Systemic racism, bias & discrimination
- Politicization & misinformation

Employment
- Massive unemployment
- Permanent automation of jobs

Housing
- Market instability
- Housing insecurity

Public Health
- Food insecurity
- Reduced physical activity

Environment
- Closed public spaces
- Disrupted public and religious services

Public Safety
- Increased domestic violence
- Drug and alcohol abuse

Mental Health
- Social isolation
- Depression, anxiety, suicide

Business
- Disrupted supply chains
- Small business closures

Education
- Disrupted schools
- Inequitable access to technology

Healthcare
- Disrupted services
- Reduced care seeking

Government
- Disrupted voting
- Disrupted tax revenue

Transportation
- Reduced safety
- Decline in infrastructure and travel
As recently as two weeks ago, nearly 31% of adults in Indiana reported symptoms of anxiety or depression.

CDC Household Pulse Survey: September 1 - 13, 2021
beware
OF EMPLOYEE BURNOUT

burnt-out employees cost an estimated $125-$190B a year in health care spending in the U.S.

23% more likely to visit the emergency room

13% lower confidence in performance

63% more likely to take a sick day

50% less likely to discuss performance goals with their manager

2 out of 3 full-time workers experience burnout on the job
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THE REAL WORLD IMPACT OF STRESS IN THE WORKPLACE

12.5 MILLION
Working days lost*

526,000
Workers suffered from work-related stress, depression or anxiety

165,800
Days where beds were occupied due to stress or anxiety*

$300 BILLION
Lost output for employers and the self-employed per year*

17,500
Episodes where stress or anxiety was the primary cause for hospital admission**

TWO-THIRDS
Of employees (66%) have felt stressed and/or anxious about work in the last 12 months**
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# SOURCES OF STRESS

**Some of the signs to look out for**

<table>
<thead>
<tr>
<th>Life changes</th>
<th>Emotional</th>
<th>Physical</th>
<th>Environmental</th>
<th>Changes at work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accidents or bereavement</td>
<td>Peer pressure</td>
<td>Late nights or lack of routine</td>
<td>Poor housing or accommodation problems</td>
<td>Starting a new job</td>
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<tr>
<td>Divorce or relationship breakdown</td>
<td>Conflicting cultural values and beliefs</td>
<td>Poor diet</td>
<td>Social isolation</td>
<td>Coping with an increased workload or a promotion</td>
</tr>
<tr>
<td>Health scares or physical illness</td>
<td>High expressed emotion within the family home</td>
<td>Binge drinking or illicit drug use</td>
<td>Unemployment</td>
<td>Poor relationships with colleagues or managers</td>
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<td>Leaving home, marriage or having children</td>
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<td>Adjusting to new environments such as moving house or going on holidays</td>
<td>Redundancy, or the fear of it</td>
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<td>Arrest or imprisonment</td>
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<td>Debts</td>
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**# ADDRESS YOUR STRESS**
Stigma
Never Helps
Surrounded by Stigma

Cry Baby Spastic Nuts Psycho Ill Strange
Freak Docer Dramatic Weak Unstable
Depressed Weird Lazy
We talk about our mental health very differently than our physical health.
Are you ok?

Yeah, I’m just tired...
No... I haven’t felt great lately, I really don’t care about work anymore and nothing I do really matters, and everyone is irritating the hell out of me. I feel like I’m totally losing it!!
IT'S OK IF YOU FALL APART SOMETIMES

TACOS FALL APART AND WE STILL LOVE THEM
NAME IT TO TAME IT
Decision Fatigue is the emotional and mental strain resulting from a burden of choices.
Covid-19 Fatigue

or “caution fatigue” is an erosion of our motivation to adhere to health guidelines, despite an ongoing or increasing threat, and a craving to be able to return to normal activity.
Burnout is an occupational related state of physical or emotional exhaustion.
Stress is the body's reaction to any change that requires an adjustment or response. The body reacts to these changes with physical, mental, and emotional responses.
Can stress make me sick?

**HOW STRESS AFFECTS THE BODY**

- **BRAIN**
  - Difficulty concentrating, anxiety, depression, irritability, mood, mind fog

- **CARDIOVASCULAR**
  - Higher cholesterol, high blood pressure, increased risk of heart attack and stroke

- **JOINTS AND MUSCLES**
  - Increased inflammation, tension, aches and pains, muscle tightness

- **IMMUNE SYSTEM**
  - Decreased immune function, lowered immune defenses, increased risk of becoming ill, increase in recovery time

- **SKIN**
  - Hair loss, dull brittle hair, brittle nails, dry skin, acne, delayed tissue repair

- **GUT**
  - Nutrient absorption, diarrhea, constipation, indigestion, bloating, pain and discomfort

- **REPRODUCTIVE SYSTEM**
  - Decreased hormone production, decrease in libido, increase in PMS symptoms
BURNOUT VERSUS STRESS
Excessive Persistence

“I am going to keep putting all my energy into this until it’s done”

STRESS

“I am so overwhelmed and have so much to do!”

Obsession

“I will make a difference, no matter what the impact is on me!”

Overwork
Cynicism

Inefficacy

Exhaustion

“I am so tired.”

“I don’t care anymore.”

“I’m not even making a difference.”
Stressed Eric  Burnt out Eric

(Eric was too tired to pose for this cartoon, apologies)
Stress involves too many pressures that demand too much of someone physically and mentally.

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress.
Stress

Individuals who face too much pressure with too few resources.

Burnout

Individuals who are in stressful situations for too long; often high-performers.
Stress:
- Feels Physically Tolling
- Sense of Urgency
- Emotions are Overreacted
- Over-engaged
- Losing Energy
- Obsess On Incomplete Work

Burnout:
- Feels Emotionally Draining
- Sense of Helplessness
- Emotions are Blunted
- Disengaged
- Lost Motivation
- Detached From Work
SO, LET’S GET REAL...

During the past year, the stress in my personal life has negatively affected my mental wellness and/or the way I perform my job.
SO, LET’S GET REAL... 

During the past year, job related stress has negatively affected my mental wellness.
SO, LET’S GET REAL...  

During the past year, there have been periods of time where I have felt burned out.
SO, LET’S GET REAL…

I currently have support systems and/or healthy self-care practices to help me effectively cope with my stressors.
EASY WAYS TO REDUCE STRESS AND BURNOUT
THINGS THAT MATTER

THINGS YOU CAN CONTROL

WHAT YOU SHOULD FOCUS ON
THE WAY YOU THINK DETERMINES THE WAY YOU FEEL
Old messages

• I can’t stand…

• You never…
New messages

• I don’t like…

• You often don’t…
Old messages

• I can’t stand...
• You never...

New messages

• I don’t like...
• You often don’t...
Old messages

• He/she makes me feel…

• They make me feel…

• It made me feel…
New message

I feel/felt ______________ when you ______________.
Old messages

• He makes me feel...
• They make me feel...
• It made me feel...

New message

I feel/felt ______________
when you ______________.
LOOKING AFTER YOUR MENTAL HEALTH

- Talk about your feelings
- Keep active
- Eat Well
- Take a break
- Drink sensibly
- Keep in touch
- Do something you are good at
- Accept who you are
- Ask for help
- Care for others
1. Attention - Centering Techniques
   To neutralize anxiety, it can often help to use techniques designed to focus attention beyond anxious thoughts.
   - Meditation
   - Breathing
   - Visualization

2. Expressive, Creative Strategies
   To channel anxious thoughts or feelings in more productive ways, we might identify specific outlets to express creativity, such as working on a project, drawing, and athletics.
   - Working on a Project
   - Arts
   - Physical Movement

3. Reflection Exploration Strategies
   To monitor where anxiety arises, become more aware of anxiety triggers, and reflect on anxious thoughts and feelings, we might try strategies that foster self-observation.
   - Journaling
   - Self-Monitoring
   - Communication

4. Healthy Lifestyle Values
   To reduce residual feelings of anxiety, it could help to turn attention toward healthy habits, healthy relationships, healthy pleasures, and a healthy environment.
   - Nutrition
   - Relationships
   - Exercise
Box Breathing

Inhale
count 1, 2, 3, 4

Hold

Hold

Exhale
count 1, 2, 3, 4, 5, 6
Sleep Hygiene
What are two things you can do this week to help you enhance your well-being?
<p>| | | | |</p>
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<td><strong>TOOK A SHOWER</strong></td>
<td><strong>GOT DRESSED TODAY</strong></td>
<td><strong>TALKED TO A FRIEND</strong></td>
<td><strong>SAT WITH MY FEELINGS</strong></td>
</tr>
<tr>
<td><strong>MOVED MY BODY JOYFULLY</strong></td>
<td><strong>ATE FOOD</strong></td>
<td><strong>LISTENED TO MY BODY</strong></td>
<td><strong>CHALLENGED NEGATIVE</strong></td>
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<td><strong>WENT OUTSIDE</strong></td>
<td><strong>TRIED SOMETHING NEW</strong></td>
<td><strong>STAYED ALIVE</strong></td>
<td><strong>PRACTICED BEING MINDFUL</strong></td>
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<td><strong>USED A COPING SKILL</strong></td>
<td><strong>LET MYSELF CRY</strong></td>
<td><strong>TOOK A BREAK</strong></td>
<td><strong>ASKED FOR HELP</strong></td>
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<td><strong>BRUSHED MY TEETH</strong></td>
<td><strong>PRACTICED SELF COMPASSION</strong></td>
<td><strong>DRANK WATER</strong></td>
<td><strong>TREATED MYSELF</strong></td>
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<td><strong>PRACTICED SELF COMPASSION</strong></td>
<td><strong>GOT S---T DONE</strong></td>
<td><strong>GOT 7-9 HOURS OF SLEEP</strong></td>
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What are two things you can do this week to help others in your life enhance their well-being?
REMINDERS FOR HARD DAYS

1. A bad day does not equal a bad life.
2. Not all thoughts are true. Phew.
3. Feelings are not facts. But all your feelings are valid, real, and allowed.
4. The only way out is through. Darn it.
5. Your worth is not contingent on circumstances. You are LOVABLE and ENOUGH always.
6. Nothing stays the same. Life guarantees this.
7. You can't be everything to everyone. But you can be true to yourself.
8. Be gentle with yourself. And trust your inner voice, strength, resilience, and strength.
9. You're not alone. It's okay to ask for help. And be vulnerable.
10. Focus on the things you can control. Let go of the rest. This is easier said than done.
resilient

re·sil·i·ent | \ri-`zil-yənt\n
a: able to withstand or recover quickly from difficult conditions
The Plan

The Reality
THE SIX DOMAINS OF RESILIENCE

VISION
- Purpose, goals & congruence

COLLABORATION
- Support networks
- Social context
- Manage perceptions

COMPOUSURE
- Regulate emotions
- Interpretation bias
- Calm and in control

TENACITY
- Persistence
- Realistic optimism
- Bounce back

REASONING
- Problem solving
- Resourcefulness
- Anticipate & plan

HEALTH
- Nutrition, sleep & exercise
8 STEPS TO BUILD PROFESSIONAL RESILIENCE

1. ACCEPT CHANGE
   Find ways to become more comfortable with change.

2. BECOME A CONTINUOUS LEARNER
   Learn new skills, gain new understanding and apply them in times of change.

3. TAKE CHARGE
   Take charge of your own career and your own development.

4. FIND YOUR SENSE OF PURPOSE
   Helps you to assess setbacks within the framework of a broader perspective.

5. PAY ATTENTION TO SELF-IDENTITY
   From your identity apart from your job.

6. CULTIVATE RELATIONSHIPS
   Develop and nurture a broad network of personal and professional relationships.

7. REFLECT
   Reflection fosters learning, new perspective and self-awareness.

8. SKILL SHIFT
   Reframe how you see your skills, talents and interests.
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Sisu

- Untranslatable word
- Defines the overall culture of the Finns and believed to be one of the reasons for the country’s consistently high rankings in happiness surveys
- “…a mix of courage, grit, tenacity, and perseverance”
- Valued concepts include:
  - Silence
  - Nature
  - Direct and honest communication
  - Being prepared
  - Equality

“Sisu is the reserve fuel tank we didn’t perhaps know we had”
CRISIS TEXT LINE | Text IN to 741741
Free, 24/7, Confidential

Employee Assistance Program (EAP)
- Human Resources Department for availability
- Short-term

Traditional Behavioral Healthcare
- Community Mental Health Centers
- Clinicians/PhD and Psychiatrists
Call for support...

...if you feel overwhelmed, stressed, or frustrated.

Be Well Crisis Helpline
Call 2-1-1 and follow the automated prompts to speak with a trained counselor 24/7.
THANK YOU

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Executive Director, Indiana Suicide Prevention Network
Director, Depression and Bipolar Support Alliance of Indiana

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