



### Dealing with Burnout Handout

Hi there!

Thank you for attending today's session! I'm Jules Hobbs of Hobbs Holistic Health and wanted to create this handout to support what we covered today and provide you with some activities, personal recommendations and resources to continue your self-development and mindfulness journey.



You can contact me @hobbsholistichealth on Instagram or email [juleshobbshealth@gmail.com](mailto:juleshobbshealth@gmail.com) if you have any questions or would like to find out more about what I could offer to your wellbeing journey. I offer a range of corporate self-development and fitness sessions via zoom.



### Meet Daddy Hobbs

I mentioned that this session was partially inspired by my Dad who has worked in Mental Health Services for 40 years now and even completed studies on Burnout in health care professionals.

Feel free to visit his company [facebook page](#) or [SHINE website](#) which has a whole section of handouts and resources on various topics of mental health. For those who asked, I will try to get him on a session later this year or early 2021!

### Dealing with Burnout

In our session we focused on burnout, first looking at work-related burnout with a focus on remote working.

Adam Grant, an Occupational Psychologist who runs the [WorkLife Ted podcast](#) suggests a burnout prevention framework of:

**Demand – Reduce demands on you and your team where possible.**

**Control – Provide your employees or ensure you have elements of control such as flexible working.**

**Support – Provide and receive support from your line manager, team and overall organisation.**

We considered the following journaling questions to reflect on this framework:

*Where can you reduce the daily demands in your work?*

*Where do you have control over your role? What choices can you make about your job?*

*What sources of support do you have? Who can support you? Are there any employee programmes?*

Adam also mentioned that high levels of self-efficacy (your confidence in the ability to do something) can help prevent or reduce burnout.

*Consider your current work commitments... What are you good at? What successes have you had over the past few months? What large tasks have you finished?*

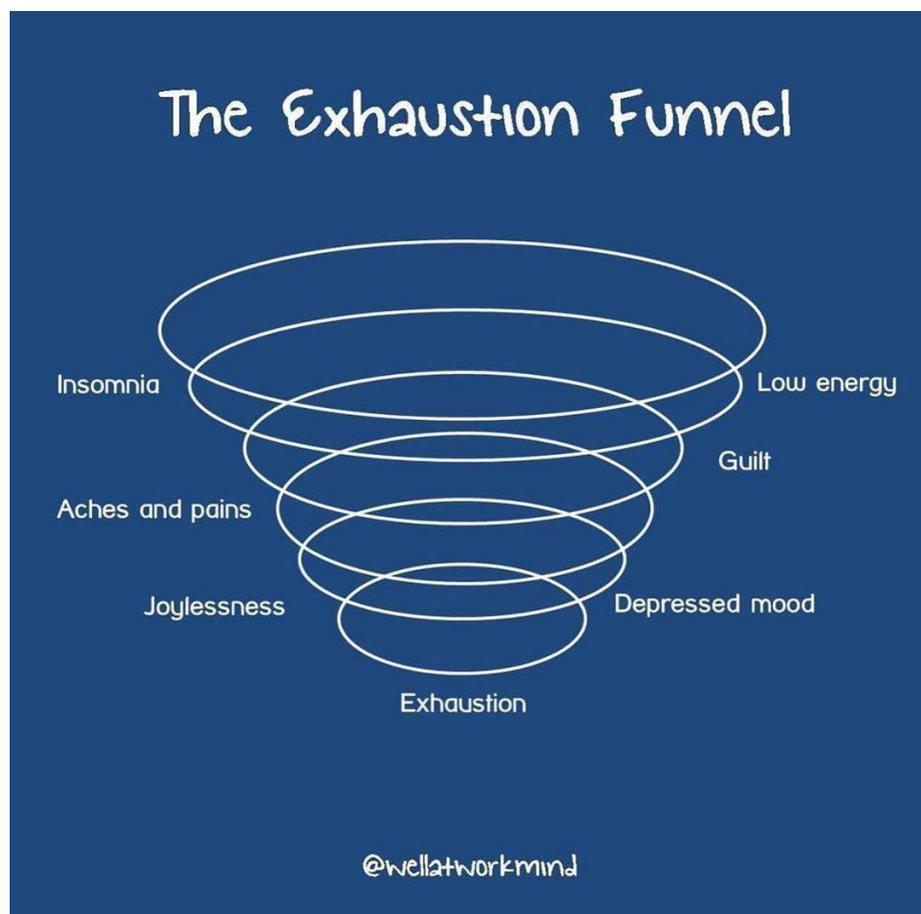
Some other tips on work-related burnout from various sources are:

- Disconnect and set boundaries – maybe schedule work time in your diary and plan social activities to prevent yourself from over working.
- Create a specific “work-space” so you can keep life and work separated when working from home, tidying away your work laptop at the end of the day.
- Get dressed in different clothes to what you would wear when relaxing.
- Maybe go for a walk in the morning that would mimic a commute before starting work.
- Turn off social notifications while working to create a distinction between work and rest time.
- Plan in breaks, maybe a lunch time walk or workout.
- Don’t forget to take time away from the office and holidays! Maybe even consider a change of scenery such as a beach day or mini break (covid permitting).

### The Exhaustion Funnel

Source – Pinterest via @wellatworkmind

Based on the model created by Prof. Marie Asberg



Strategies

### Activity

Write a to do list for the next 1-2 days including small and large tasks ranging across work, family and social commitments.

Categorise each one as per the below example, consider work, play, social, family, chores etc. It doesn't matter what the categories are called, choose names that work for you.

Then note down if each task would nourish or deplete you.

#### Example

Activity	Category	Energy Level – Nourish or Deplete
Walk to work	Me	Nourish
Massage shift	Work	Nourish & Deplete
Design new anxiety workshop	Me/ Work	Nourish
Washing/ laundry	Chore	Deplete
Self-care – Fri night – massage & yoga	Me	Nourish
Teach online fitness class	Work	Nourish
Day trip to bath	Social	Nourish
Emails/ admin	Work	Deplete
Kayaking with friends	Social	Nourish
Clean bedroom	Chore	Deplete
Listen to podcasts	Me	Nourish
Clean bedroom	Chore	Deplete

Nourishing tasks give you energy, lifts your mood and makes you feel alive.

Depleting activities are energy draining, tiring and feel like chores.

Some activities could easily be both.

Once you've completed your list take some time to reflect and look at which categories are the most demanding in your life and your balance of nourish vs depleting.

There's no perfect balance here, listen to your gut and ask yourself if you need to increase your nourishing activities or add in self-care activities and play such as happiness hours.

Remember, it is important to spend time in the human "being" mode rather than the continuous "doing mode" of work and to-do lists.

### Relationships

Consider your relationships and who you can spend more time with, even if via facetime.

*Who in your life fills you with energy when you see or talk with them? Who can you hang out with and it's as if no time has passed? Who makes you feel good when you see them? Ask yourself why? What is it that you like about these people?*

## **Mindset & Meditation**

“The spirit in which you do something is often as important as the act itself”.

Consider your mindset and if you can reframe your approach to your current work or life situation. Maybe remind yourself why you chose your home or applied for your job. Ask yourself if there are any silver linings or elements to be grateful for.

Today’s affirmations were taken from an article by Atlassian which each affirmation created by members of the public:

*Delegation isn't failure. It's okay to ask for help.*

*This job is what I do and I do it well. But it does not define who I am.*

*Rest is work, too. It's a job that needs to be done.*

*There will always be more work. I can't finish everything right now.*

*I'm not alone. I have options.*

*My manager isn't a mind-reader, but they are there to support me.*

*I can do anything, but I can't do everything.*

*My well-being is my top priority.*

*I work to live, not live to work.*

*My worth is not defined by my to-do list.*

## **Sources**

Mindfulness, A Practical Guide to Finding Peace in A Frantic World, Mark Williams & Danny Penman (Book)

A Mindfulness-Based Stress Reduction Workbook, Bob Stahl, PHD & Elisha Goldstein, PHD (Book)

Full Catastrophe Living, Jon Kabat-Zinn (Book)

The Anxiety Journal, Corinne Sweet (Book) - available from [Oliver Bonas](#)

[Work Life Ted Talks with Adam Grant, organisational psychologist](#)

<https://forge.medium.com/burnout-is-now-our-default-state-834b6fd87fcf>

<https://www.forbes.com/sites/ashleystahl/2020/09/01/work-from-home-burnout-causes-and-cures/#3088d4e5b881>

<https://www.shine-psychotherapies.com/downloads>

<https://www.facebook.com/SHINEISLEOFMAN/>

<https://www.theguardian.com/society/2020/aug/25/survey-of-female-nhs-staff-raises-concerns-over-burnout-in-covid-pandemic>

<https://www.buzzfeednews.com/article/annehelenpetersen/millennials-burnout-generation-debt-work>

<https://thriveglobal.com/stories/guided-meditation-for-burnout-avoid-these-5-mistakes-and-be-on-the-best-path>

<https://www.theguardian.com/women-in-leadership/2014/jun/09/how-meditation-brought-me-back-from-a-breakdown>

<https://www.atlassian.com/blog/productivity/daily-affirmations-to-help-with-burnout>

### **Book, Podcast & Application Recommendations**

Here are a number of books, podcasts and apps that have really helped me over the years in my journey with managing stress and anxiety through mindfulness. These recommendations are based purely on my own experience.

The Mindset Mentor, Rob Dial (Podcast)

Ted Talks Daily (Podcast)

Oprah's SuperSoul Conversations (Podcast)

Unlocking Us with Brene Brown (Podcast)

Mindfulness, A Practical Guide to Finding Peace in A Frantic World, Mark Williams & Danny Penman (Book)

A Mindfulness-Based Stress Reduction Workbook, Bob Stahl, PHD & Elisha Goldstein, PHD (Book)

Mastering Your Mean Girl, Melissa Ambrosini (Book)

Good Vibes, Good Life, Vex King (Book)

Insight Timer (app) – meditation and mindfulness

Headspace (app) – meditation and mindfulness

Blinkist (app) – Summaries of self-development books in “blinks” that you can read or listen to.

### **Support**

Emotions can be overwhelming and I'm very aware that a short session with so many people in attendance could spotlight some intense feelings.

Remember, that it is OK to feel down or to have a good cry. These emotions will usually pass. If you're still feeling down or uneasy, please contact the person who's name you wrote down at the start of the session to talk through. Journaling and getting it all onto paper can also help!

Should you still be feeling uneasy there are people who can help, please reach out to a professional, i.e. your GP (General Practitioner). There are also dedicated websites available such as this one to help you during this tumultuous times: <https://www.mentalhealth.org.uk/coronavirus>.