

# burnout wellness shots

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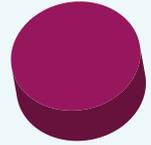
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Translating wellness  
research for you.

Wellness Shots are active efforts to optimize your wellness.



# Feeling the burn



created by sumana f jeddy |



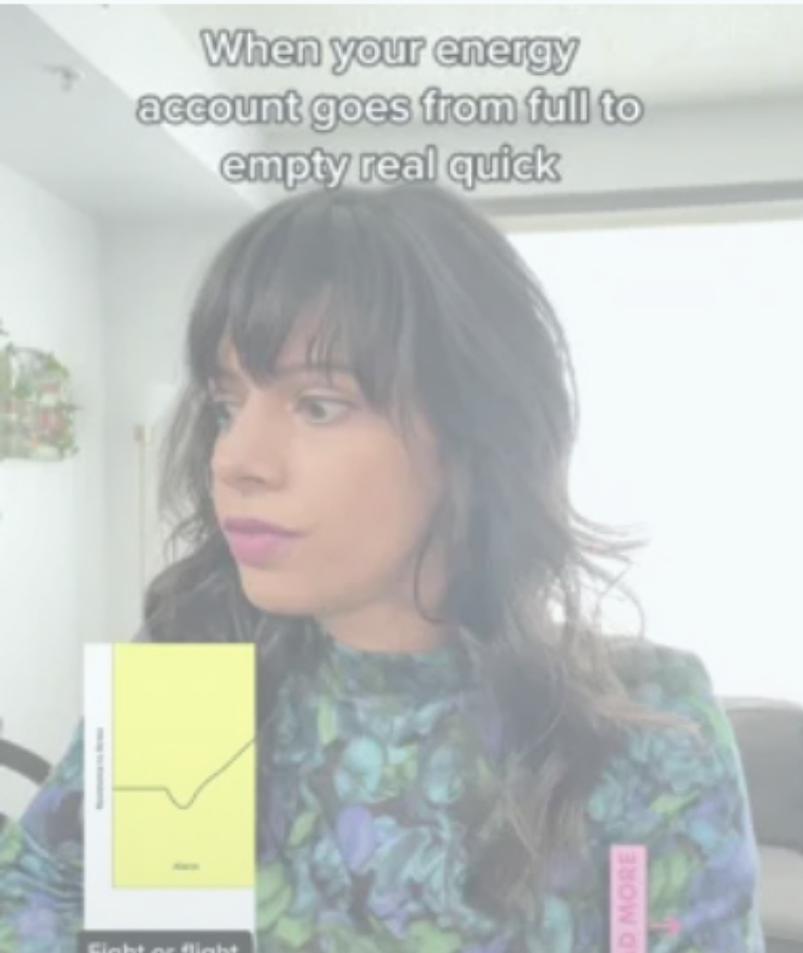
Remember **stress** and **stressor** are different (issue #1). By the time we realize what is happening, it is usually a little too late. Burnout is **sneaky** and many of us overlook it. You could have an **active** (self-burner) or **passive** (victim of circumstances) burnout. Both lead to DP, EE, and/or PA.

*You can flow from one stage to another rapidly. You don't realize you are suffering. It can be a really scary and a traumatic experience.*

# 0 to 100 real quick



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By now you are familiar with how to complete the stress response cycle (issue #1). Whether you are dealing with **daily stress**, a **sudden change** or a **traumatic experience**, prolonged "*stressed out*" state can accelerate quickly contributing to long term problems. The term General Adaptation Syndrome (GAS) was coined by Hans Selye in 1963.

If you stay in resistance stage for too long you risk entering the exhaustion stage. Your body ultimately gives up.

# Do you have excessive stress?



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## **Physical Symptoms**

- Dry mouth
- Excessive perspiration
- Frequent illnesses
- Gastrointestinal problems
- Grinding of teeth
- Headaches
- High blood pressure
- Pounding heart
- Stiff neck or aching lower back

## **Emotional Symptoms**

- Anger
- Anxiety or edginess
- Depression
- Fatigue
- Hypervigilance
- Impulsiveness
- Inability to concentrate
- Irritability
- Trouble remembering things

## **Behavioral Symptoms**

- Crying
- Disrupted eating habits
- Disrupted sleeping habits
- Harsh treatment of others
- Increased use of tobacco, alcohol, or other drugs
- Problems communicating
- Sexual problems
- Social isolation

**I identified \_\_\_\_\_ symptoms of stress**

# Carve a new path



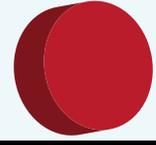
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1. Burnout means you're weak and can't handle stress. (T/F)
2. Burnout requires a big work or life change.(T/F)
3. A vacation or a day off will "cure" your burnout.(T/F)

All the above are myths! There are many more. One strategy commonly used for #2, is **job crafting** i.e. *self-driven work related changes through a proactive balance of job demands and job resources.* Simply put, you can re-shape/carve your job to fit you better.

# Should you quit or job craft?



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The Job-Demand model helps us understand how demands and resources interact with respect to motivation. For example, **boredom** occurs when you have high job resources and low demands and **burnout** happens when demands are high and resources are low. **Which quadrant resonates the most with you?**

If your workplace is psychologically unsafe and toxic - leaving may best be the option for you. Dig into your personal beliefs and values to guide your decision. Identify your internal or external factors. See page 7-8.

# The devil is in the details



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## **Internal factors/personality traits**

High (idealistic) expectations of self, high ambition, perfectionism

Strong need for recognition

Always wanting to please other people, suppressing own needs

Feeling irreplaceable; not wanting/able to delegate

Hard work and commitment to the point of overestimation of self and becoming overburdened

Work as the only meaningful activity, work as substitute for social life

**I identified \_\_\_\_\_ internal factors.**

# The devil is in the details



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## External factors

High demands at work

Problems of leadership and collaboration

Contradictory instructions

Time pressure

Bad atmosphere at work; bullying

Lack of freedom to make decisions

Lack of influence on work organization

Few opportunities to participate

Low autonomy/right to contribute opinions

Hierarchy problems

Poor internal communication (employers, employees)

Administrative constraints

## External factors

Pressure from superiors

Increasing responsibility

Poor work organization

Lack of resources (personnel, funding)

Problematic institutional rules and structures

Lack of perceived opportunities for promotion

Lack of clarity about roles

Lack of positive feedback

Poor teamwork

Absence of social support

**I identified \_\_\_\_\_ external factors.**

# Rest ethic is your new work ethic



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**WATCH VIDEO**



Getting a better understanding of what is **driving your burnout** will help you find the right strategy. But first, how good is your rest ethic so we can stop burnout from happening in the first place! **Rest** promotes recovery, inspiration, and new ideas. It is a **skill** you (we all) need to learn and develop.

*"A strong rest ethic offers you better health, more time to pursue what you truly value, and a healthier, more balanced relationship with work so you can meet your never-ending list of demands."*

Sean Orr

# "I don't have time to rest"



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1. Learn to gracefully say, **No!**
2. Stop. Check in. What is **not** working. What is an energy suck? Can it be eliminated? Do it!
3. Take a minimum day and rest without guilt. Sleep. Read for pleasure. Cook. Create. Socialize.

More tips + free guide

[www.timeoffbook.com](http://www.timeoffbook.com)

Bonus. Reframe busy

B - balanced

U - uncluttered

S - sustainable

Y - you

# Change your vocab



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Full  
Intentionally full  
Abundant  
Rich  
Engaged  
Wholehearted  
Captivated  
Productive  
Excited  
Active  
Bustling  
Diligent  
Employed  
Hopping  
Industrious  
Laborious  
Occupied

**I will replace busy with \_\_\_\_\_**

# Guilt free micro or macro rest



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- Physical Rest
- Mental Rest
- Sensory Rest
- Creative Rest
- Emotional Rest
- Social Rest
- Spiritual Rest

**For the rest of 2021 I will prioritize \_\_\_\_\_ rest**

**I neglect \_\_\_\_\_ rest**

**I nourish \_\_\_\_\_ rest**

**I want more of \_\_\_\_\_ rest**

# Seek help

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For serious mental and/or physical health concerns please seek **medical and/or psychological help** immediately.

# Are we okay?

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Sunday, October 10 is World Mental Health Day. It has been over 18 months since the start of the pandemic. We don't live the way we used to. Depression and anxiety rates have gone up since COVID-19. It sucks! I know. You're not alone. I will be hosting a couple of live shows to help the community. I encourage you to raise awareness and support the cause.

Sumana



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Want to learn more?

Then you need to...

Join me on **October 27, 2021**. I will teach you evidence-based strategies to reconfigure your wellness. We will have fun learning new **Wellness Shots**.

For 1:1 support, let's talk on the phone or Zoom.

*Sumana F Jeddy, MPH*

*Founder and CEO Jeddy Wellness*

**LEARN MORE**

