Burn Out in New Child Life Specialists
I'm **tired** of people romanticizing overexertion. Exhausted is **not** the new chic. Coffee (though) a delicious necessity) is **not** a food group, and running on fumes is **not** admirable. **Why do we hold pedestals for sleepless nights, break downs and inner turmoil? Are those things really to aspire to? Self care, balance, the ability to know when your body, mind and spirit need to take a step back. Those are things we **should** admire. We have to stop blurring the line between 'commitment' and self endangerment, because too many people are burning out before they have a chance to truly shine.
Objective

- Learn to recognize different signs of burnout.
- Develop the ability to differentiate burnout vs. compassion fatigue.
- Learn at least three ways to engage in self-care.
- Establish a “coping plan” for to use when feeling stressed or overwhelmed, in order to help prevent burnout.
- Develop the ability to “teach back” how to turn compassion fatigue into compassion satisfaction.
Burnout Questionnaire
Burnout

• Burnout
  – A condition where prolonged exposure to stress in the work environment can lead to psychological distress.
  – To cause to fail, wear out, or become exhausted especially from overwork or over use
## Symptoms and Signs of Burnout
(adapted from Holmes & Rahe)

Check the items from each category that you’ve noticed in yourself lately. As you do this, ask yourself, “Where am I now in terms of the consequences of burning out?”

<table>
<thead>
<tr>
<th>PHYSICAL</th>
<th>EMOTIONAL</th>
<th>SPIRITUAL</th>
<th>MENTAL/INTELLECTUAL</th>
<th>RELATIONAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Appetite changes</td>
<td>Anxiety</td>
<td>Feeling of emptiness</td>
<td>Forgetfulness</td>
<td>Feel isolated from others</td>
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<tr>
<td>Headaches</td>
<td>Frustration</td>
<td>Loss of meaning in life</td>
<td>Dull senses</td>
<td>Intolerance of others</td>
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<tr>
<td>Tension</td>
<td>The “blues”</td>
<td>Doubt about spiritual beliefs</td>
<td>Poor concentration</td>
<td>Resentment</td>
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<tr>
<td>Fatigue</td>
<td>Mood swings</td>
<td>Feel unforgiven</td>
<td>Low productivity</td>
<td>Loneliness</td>
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<tr>
<td>Insomnia</td>
<td>Nightmares</td>
<td>Spiritually lonely</td>
<td>Negative attitude</td>
<td>Lashing out</td>
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<tr>
<td>Weight change</td>
<td>Bad temper</td>
<td>Looking for magic</td>
<td>Confusion</td>
<td>Hiding from others</td>
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<tr>
<td>Colds</td>
<td>Crying spells</td>
<td>Loss of direction or purpose in life</td>
<td>Lethargy</td>
<td>Clamping up when out socially</td>
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<tr>
<td>Muscle aches</td>
<td>Irritability</td>
<td>Needing to “prove” self worthy</td>
<td>Whirling mind (can’t stop thinking)</td>
<td>Lowered sex drive</td>
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<tr>
<td>Digestive upsets</td>
<td>“No one cares”</td>
<td>Cynicism about life or my purpose</td>
<td>Boredom</td>
<td>Nagging</td>
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<tr>
<td>Pounding heart</td>
<td>Depression</td>
<td>Apathy</td>
<td>Spacing out</td>
<td>Fewer contacts with friends</td>
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<tr>
<td>Accident prone</td>
<td>Nervous laugh</td>
<td></td>
<td>Negative self-talk</td>
<td>Lack of intimacy</td>
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<tr>
<td>Teeth grinding</td>
<td>Worrying</td>
<td></td>
<td></td>
<td>Becoming a use of people</td>
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<tr>
<td>Rash</td>
<td>Easily discouraged</td>
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<td></td>
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<tr>
<td>Restlessness</td>
<td>Little joy in life</td>
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<tr>
<td>Foot or finger tapping</td>
<td>Increased alcohol, drug or tobacco use</td>
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</tbody>
</table>
Burnout

• Self Recognition
  – Burnout
    • When to use self care, self-recognition
  – When is enough, enough?
    • When is the breaking point? Indicators that it may be time to find something new.
Compassion Fatigue

- A type of burnout that incorporates an appreciation of the specific effects and repeated exposure to direct and indirect trauma.
- Inability to engage in a caring relationship
- Symptoms
  - Rapid onset
  - Related to one particular event and long-term exposure
Six Areas of Work Life

1. **Workload**
   Job demands placed on an employee given a specified amounts of time and resources.

2. **Control**
   Opportunity for employees to make important decisions about their work, as well as to gain access to resources necessary to do their job.

3. **Reward**
   Recognition for work contributions; whether it be social, financial, or internal

4. **Community**
   Quality of social context in which one works (managers, peers, and subordinates)

5. **Fairness**
   The extent that openness and respect are present in the organization and the decision making process

6. **Values**
   Represent the congruence between the organizations priorities and values and those of the employee
Compassion Satisfaction → Areas of Work Life → Burnout
Compassion Fatigue → Areas of Work Life
Abigail
Meg
Self Care Engagement

At Home
• Take a hot shower or bath
• Read a book
• Light a candle
• Write in a journal

In the Work Place
• Stretch
• Take a deep breath and put things into perspective
• Listening to a favorite song
• Take a break in between patients
• Grab a coffee/tea
Self Care Engagement

- Saying yes
  - Want to/Have to?
- Learning How to Ask for Help at Work
  - Identify someone you can reach out to
- Trauma inputs
  - Where are they coming from?

- Transition from Work to Home
  - Change clothes
  - Put away work items
  - Email
  - Have a commute routine
CREATE YOUR OWN COPING PLAN
Coping Plan Activity

• Self-reflection
  – What are some indicators you see in yourself that could be signs of burnout?

• Work Triggers
  – Identify work triggers that cause you the most stress?

• Implement Change
  – Develop a plan to help keep you accountable and avoid burnout!
Resources


QUESTIONS