

# ***Exhaustion and Burnout – Bench to Bedside***

NIH Employee Assistance Service (EAP)

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## ***What are 2 helpful ways you've been managing the stress of the past year?***

- regular exercise
- regular contact with people I care about
- burying myself in my work
- enjoying my pet/s
- enjoying time in nature
- enjoying time with my hobbies
- accomplishing tasks around my home
- reading, studying or learning
- prayer, meditation or spending time in spiritual practices
- other ways (please specify)

# Survey Question 2

***What are your 2 greatest challenges going forward as the pandemic restrictions are lifted?***

- restoring my social life
- dealing with all I've lost
- dealing with demands of a virtual work environment
- dealing with the return to my physical work space
- dealing with personal health consequences
- restoring fractured relationships
- dealing with financial pressures
- other challenges (please specify)

## *Is It Burnout?*

**Results from chronic workplace stress characterized by three dimensions:**

1. Energy depletion or exhaustion
2. Increased negativism or cynicism
3. Reduced professional efficacy

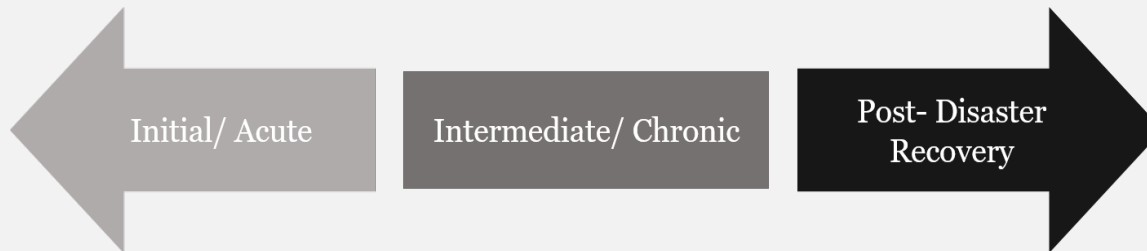
- A sprint become a marathon
- Internal reserves depleting
- Limited access to support systems
- Stress compounded by ongoing uncertainties
- Previous stress-relievers often unavailable

# Spectrum of mental health coverage needs in an Institution during COVID-19 Pandemic

## For patients and staff:

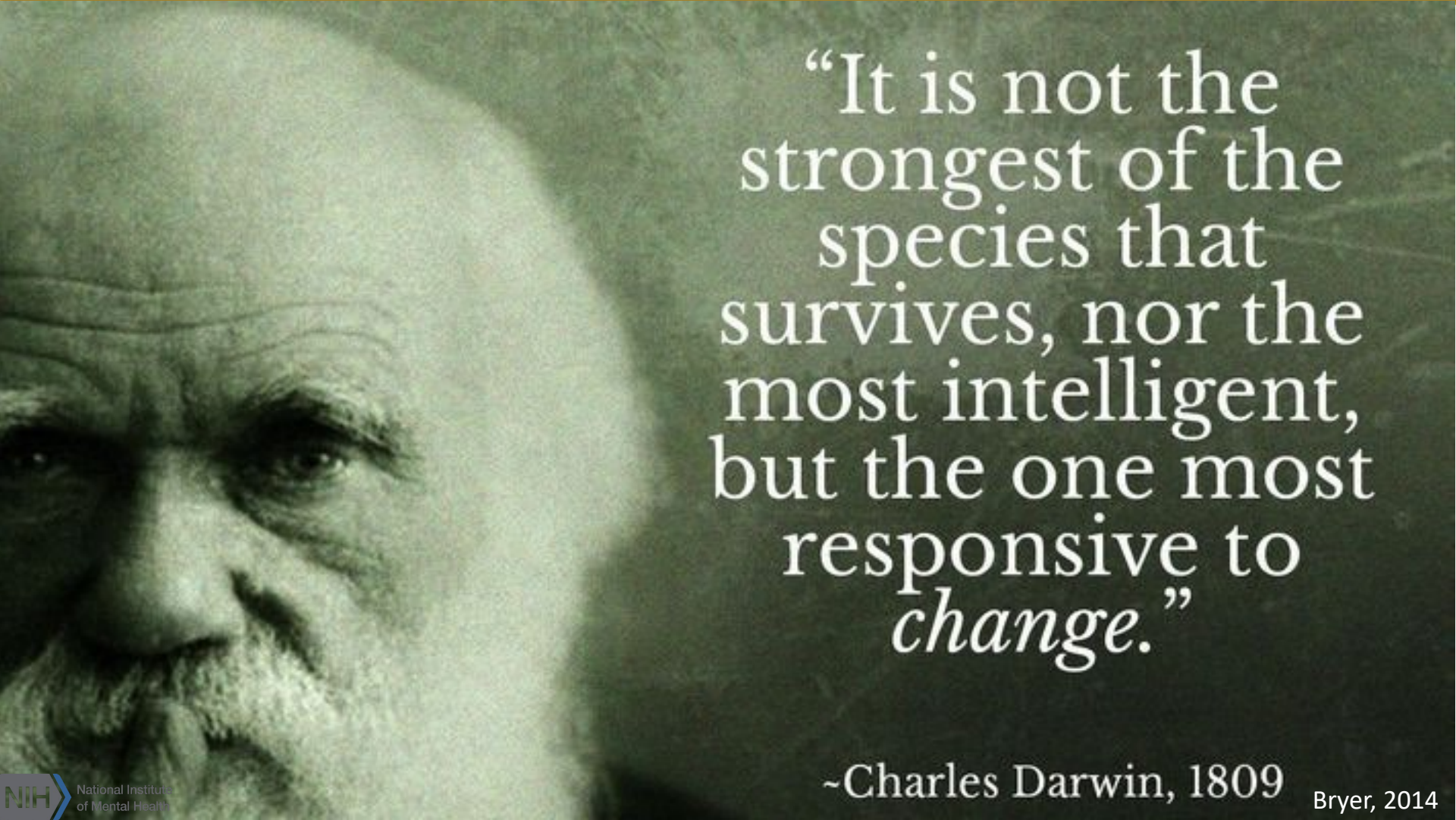


## Needs will evolve:



# Paradigm Shift





“It is not the  
strongest of the  
species that  
survives, nor the  
most intelligent,  
but the one most  
responsive to  
*change.*”

~Charles Darwin, 1809

Bryer, 2014



- **Recognize signs of burnout**
- **Accept what is happening**
- **Recovery takes strength**

***It will take time to move beyond the burnout***

## Characteristics of Resilience

- Connects well with others
- Adaptable to change
- Action-oriented with problem-solving
- Learns from mistakes
- Emotionally intelligent (manages emotions well)
- Seeks counsel when needed

## Additional Characteristics of Resilience

- Practices gratitude (*antidote to negativity*)
- Maintains a future focus (*ahead, never behind*)
- Practices optimism (*hope for tomorrow*)

## 5 Pillars of Resiliency

- **Self-Awareness**
- **Mindfulness**
- **Self-Care**
- **Positive Relationships**
- **Purpose**

# Principles of Resilience

1. Cultivate a belief in your ability to cope
2. Stay connected with sources of support
3. Talk about what you're going through
4. Be helpful to others



# Principles of Resilience - cont.

5. Activate positive emotion

6. Cultivate an attitude of survivorship

7. Seek meaning

Bounce Back Project at: <https://www.bouncebackproject.org/resilience/>

# Consider Your Energy



- ***What depletes your energy (e.g., cleaning house, work/job tasks, physical pain)***
- ***What restores your energy (e.g., exercise, cuddling, prayer, reading)***

***Which Side of the Equation is Off Balance?***

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# Pay Attention to Your Thoughts

- **Reframe your obstacles**
- **Practice Compassion – you never know someone else’s story**
- ***“Begin with the end in mind”* – Stephen Covey**
- **Think as a Coach – what guidance do you give?**





# Pay Attention to Your Behaviors

- **Create routines where you can**
- **Find awe, beauty and humor in simple things**
- **Practice gratitude (seriously!) – *antidote to negativity***
- **Catch yourself engaging in good self-care**
- **TAKE TIME OFF – restoration is KEY**

***REMINDE* YOURSELF...**

***Asking for HELP  
Is a SIGN of  
STRENGTH***

## **ASK YOURSELF...**

**Am I performing as I should?**

**Am I doing well at home?**

**Does my family have the support they need?**

**NIH EAP is a free, voluntary and confidential program that helps employees work through challenges that may adversely affect job performance, health, or personal well-being**



# WE ARE HERE

For individualized support contact the  
NIH EAP.

We will make a plan with you  
based on your unique circumstances.



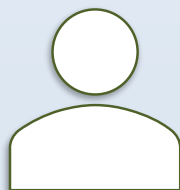
# EAP CONTACT INFORMATION



301-496-3164



[www.ors.od.nih.gov/sr/dohs/eap](http://www.ors.od.nih.gov/sr/dohs/eap)



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