



Recognizing Stress to Prevent Burnout

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What is the difference?

Stress:

The physical or emotional response our bodies and minds have to the demands placed upon them. It is our natural reaction to pressure, change or demands.

Burnout:

A state of emotional and physical exhaustion caused by excessive and prolonged stress.

“A depletion or exhaustion of a person’s physical or mental resources attributed to his or her prolonged, yet unsuccessful striving toward unrealistic expectations, internally or externally derived.”

-Herbert Freudenberger



Versus





How does stress present itself?

Feeling overwhelmed.

Reduced focus.

Procrastinating.

Headaches, neck/shoulder pain.

Symptoms are different for everyone of us.





How do we address stress?

Have realistic expectations for yourself and others.

Prioritize tasks and manage your time. (block out time)

Foster a balanced/positive work environment.

Work breaks into your day.

Have a positive outlet.

Reflect on how you got here, can you make changes?

Give yourself grace.





How do we recognize burnout?

Lack of concentration or productivity,

Being indecisiveness or having poor judgment.

Increased irritability, pessimistic.

Withdrawal from socializing.

Frequent minor illnesses or increased sick leave.

Shift in work habits or hours consistently (staying late, not taking time off).



What if we ignore burnout?

Illness or exacerbation of current conditions.

Performance declines.

Attitudes and behaviors change.

May turn to unhealthy coping mechanisms.



How do we address burnout?

Identify stressors.

Set realistic goals and prioritize tasks.

Take breaks and prioritize self-care.

Seek support from colleagues, friends or family.

Practice stress-reducing activities such as exercise or meditation.

***Prioritize employee well being and stress management.**

***Authentically support employee well being practices.**



Nothing new, but.....





One more thing!

Take care of yourselves.

Take care of each other.

Know your resources.



"You got troubles, I got em too. There isn't anything I wouldn't do for you, we stick together and see it through, cause' you got a friend in me."



Thank you

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