



# Maintaining Your Spark Amidst Adversity

Presentation by: Dr. Larkin Hoyt

Licensed Clinical Psychologist PSY24510

# Job Depression

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**"It's a special hearing aid. It filters out criticism and amplifies compliments."**

## BURNOUT: DEFINITIONS

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Emotional depletion: feeling frustrated, tired of going to work, hard to deal with others at work

Detachment/cynicism: being less empathic with patients/others, detached from work, seeing patients as diagnoses/objects/sources of frustration

Low personal achievement: experiencing work as unrewarding, “going through the motions”

Depersonalization: thoughts and feelings seem unreal or not belonging to oneself

# Are you on the highway to burnout?



- Every day is a terrible day!
- You are exhausted all the time!
- You feel hopeless, like nothing you do makes a difference or impact
- It spills into every domain of your life- social, home, work, self

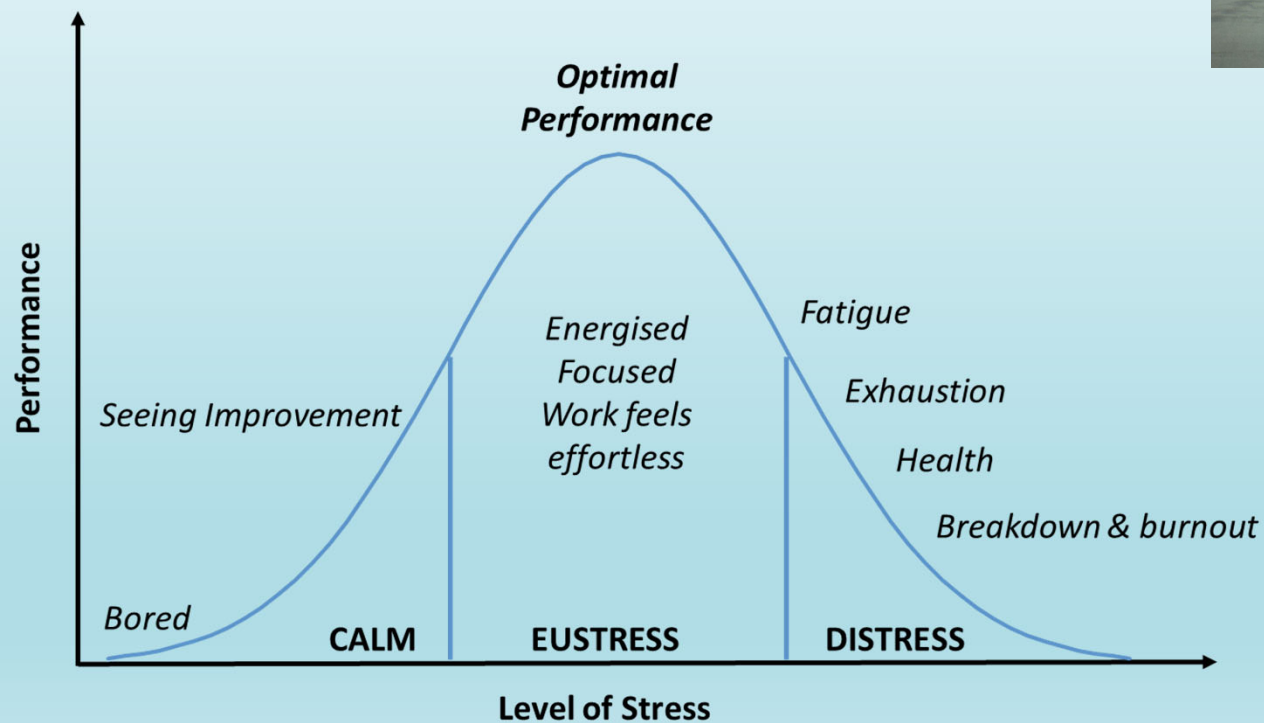
# Why does it happen?

Examples:

1. Excess stress in the work environment
2. Loss of meaning in work
3. Challenges in institutional cultures
4. Problems with work-life balance

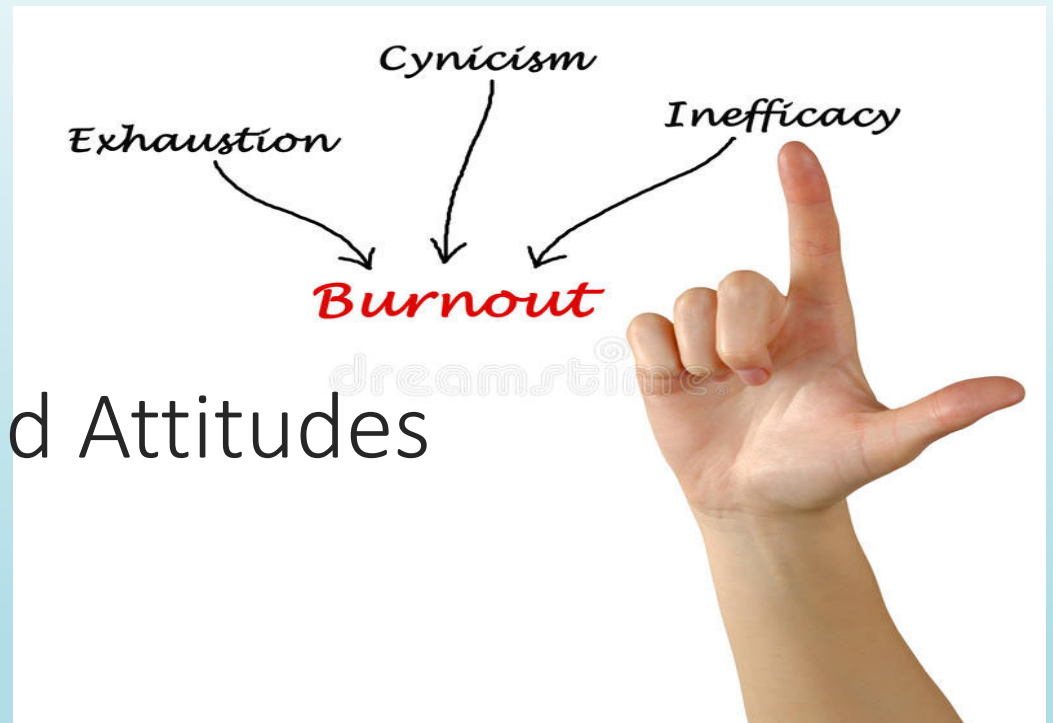


# How does Burnout take a toll?

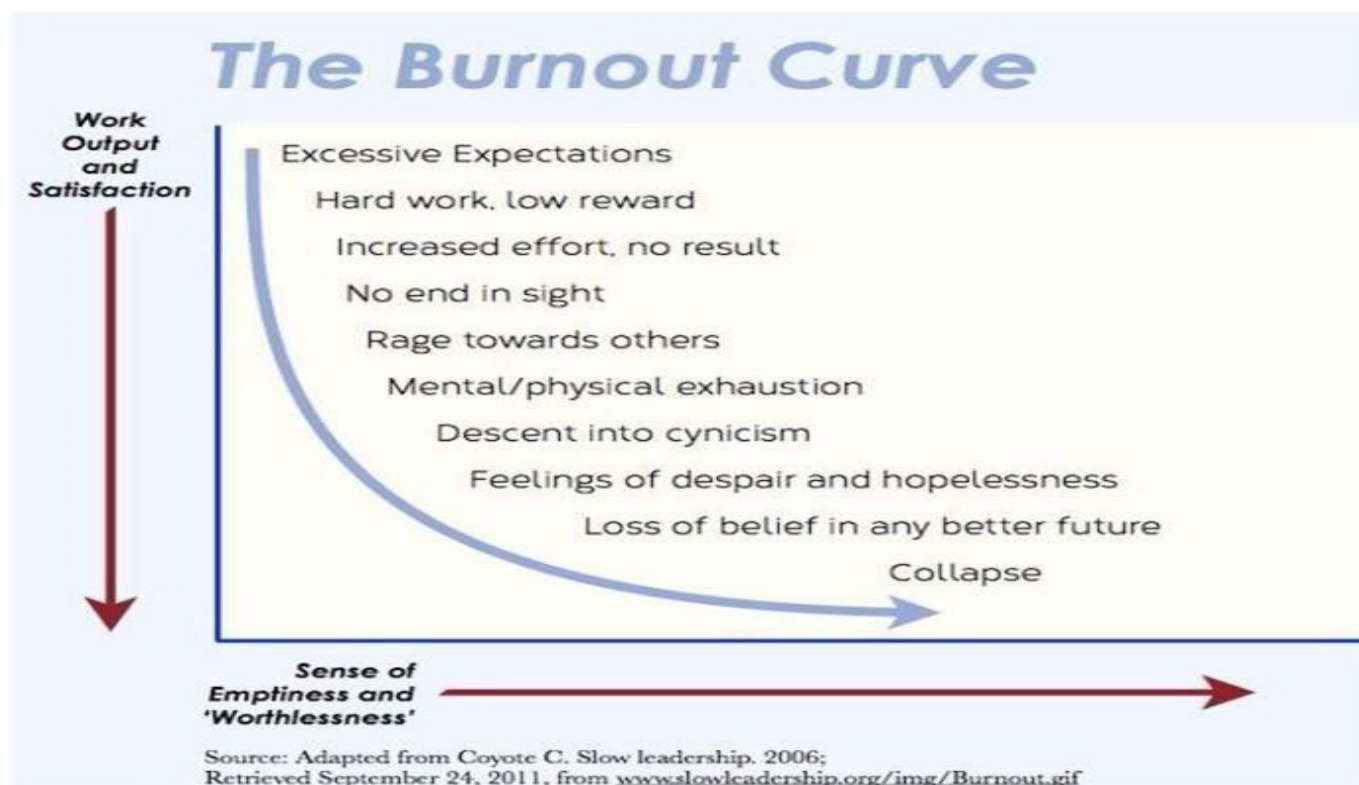


# Locus of Control related to Burnout

- Work Related Issues
- Lifestyle Behaviors and Attitudes
- Personality traits



# What is the Burnout curve?





# What is the difference between Burnout and Stress?



Burnout –The result of Unrelenting stress is different than “too much stress”  
Stress involves too much!

# Comparison of Stress versus Burnout

## STRESS

- Feelings are overactive
- Produces urgency and hyperactivity
- Can lead to generalized anxiety disorder
- Primary damage is physical
- Could harm you prematurely

## BURNOUT

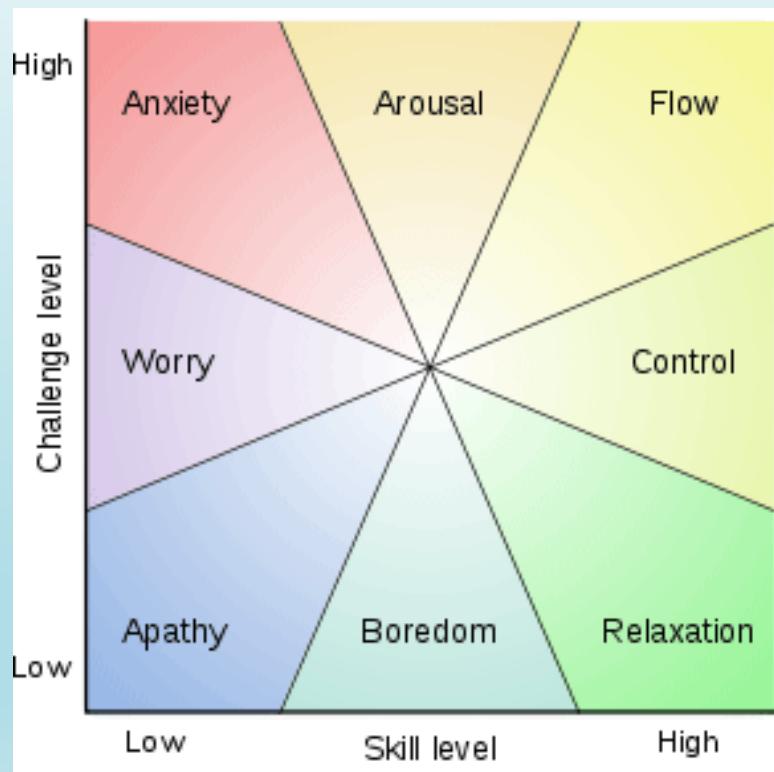
- Feelings are blunted
- Leads to depersonalization and detachment
- Damage is mostly emotional
- Loss of motivation, ideals and hopeless, helpless
- May make life not worth living

# What are the Warning Signs and Risks to Burnout

Burnout is a gradual process that occurs over an extended amount of time. It does not happen overnight- it is insidious and can creep on you- the signs are subtle and if not addressed get worse over time.

- *Physical signs*
- *Emotional Signs*
- *Behavioral Signs*

# Risk Factors for Burnout/Distress



- Sleep deprivation
- High level of work/life conflict
- Work interrupted by personal concerns
- High level of anger, loneliness, or anxiety
- Stress of work relationships
- Anxiety about competency
- Difficulty “unplugging” after work
- Regular use of alcohol and other drugs

# Driving down the road named Burnout

## 5 stages of Burnout

1. **Honeymoon phase**
2. **Onset of stress phase**
3. **Chronic stress phase**
4. **Burnout phase**
5. **Habitual burnout phase**



# Challenges We Face

- Failure to Prioritize ourselves first
- Unhealthy Lifestyles
- Procrastination
- Brain gets emotionally activated



What is the “Three R” Approach?

1. Recognize

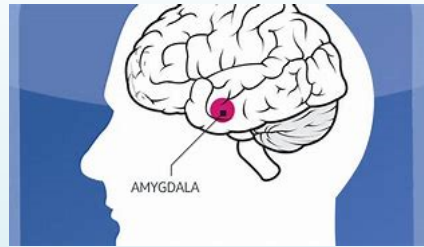
2. Reverse

3. Resilience

# Protective Factors

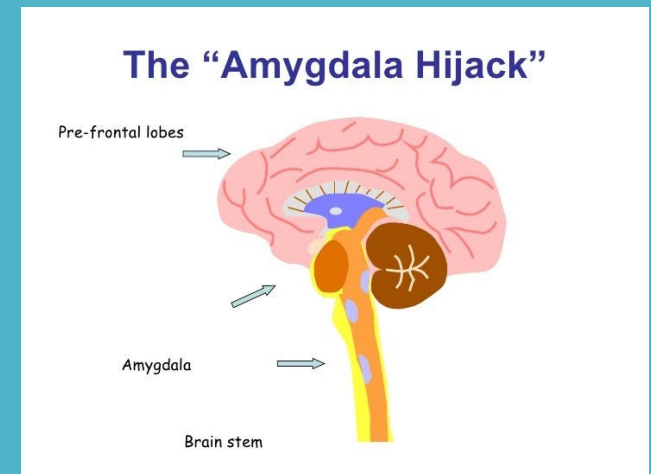
- Resilience
- Self-awareness as well as Self-care
- We also need deliberate goals
- Work–life balance





Intervention –Self  
Care is Essential to  
preventing  
burnout

- CPR for the  
Amygdala (Healing in your Hands,  
K. Truitt (2022.))
- Practice Progressive  
Muscle Relaxation



# Action Plan

1. List three stressors in your life which you would like to eliminate?
2. Identify what you can change about these situations and what you cannot?
3. List two methods of dealing with those stressors?

## *Self-Reflection Exercise*

The one thing I have found to be successful in taking care of myself is \_\_\_\_\_ . It makes me feel \_\_\_\_\_. I have tried \_\_\_\_\_ without much success. However, \_\_\_\_\_ has alleviated some of my stress. Spending time with \_\_\_\_\_, \_\_\_\_\_, and \_\_\_\_\_ is fun and \_\_\_\_\_.

When I keep my sense of \_\_\_\_\_, I feel better about \_\_\_\_\_. When I learned more about \_\_\_\_\_ and \_\_\_\_\_, I feel \_\_\_\_\_. From this day forward, I will try to do \_\_\_\_\_ as a way of caring for myself.

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