Burnout and Mental Health

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Turnover during COVID

Studies have found that toxic culture has 10x more impact on turnover than compensation during COVID – What is your culture like?

Disrespectful

Non-inclusive

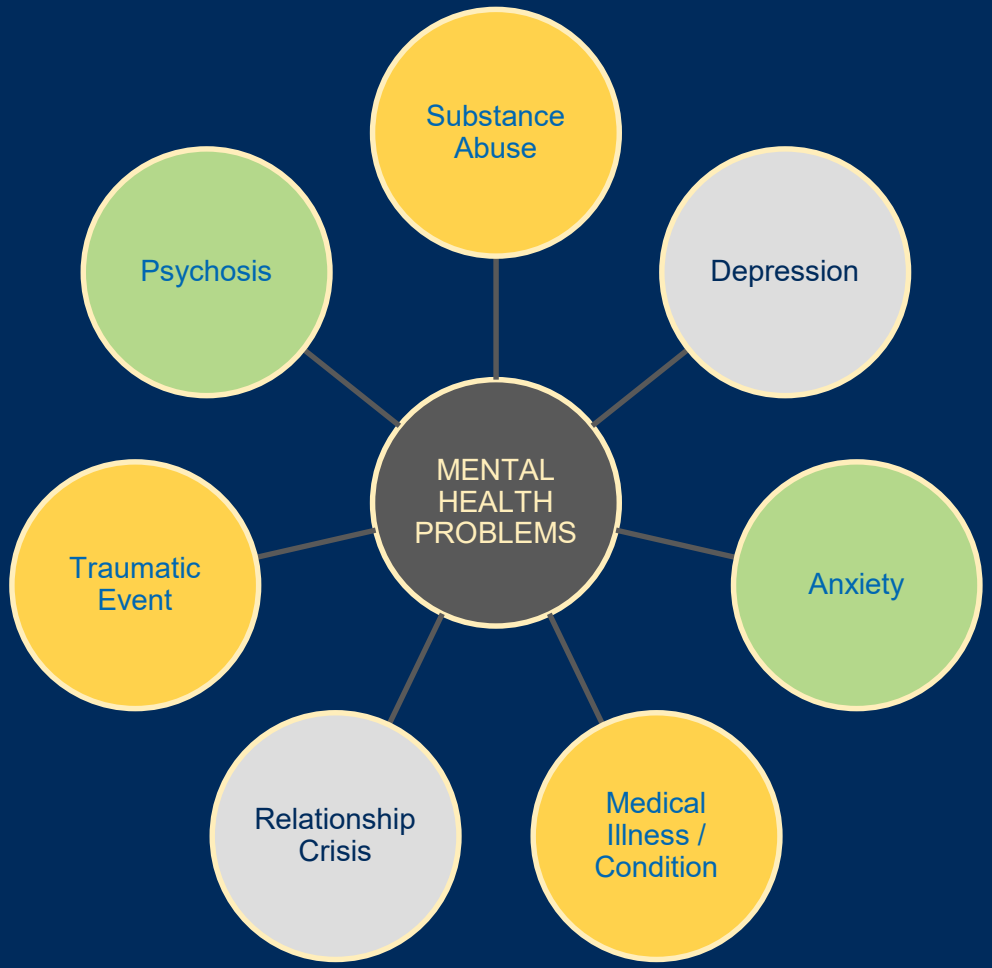
Unethical

Abusive

Percentage of American Adults with Mental Disorders in Any Year

Source: Mental Health First Aid USA

Anxiety Disorders	18.1%
Major Depressive Disorder	6.8%
Substance Abuse Disorders	8.1%
Bipolar Disorders	2.8%
Eating Disorders	5%-10%
Schizophrenia	0.3%-0.7%
Any Mental Disorder	18.5%


MENTAL HEALTH PROBLEMS
Substance Abuse
Depression
Anxiety
Medical Illness / Condition
Relationship Crisis
Traumatic Event
Psychosis

Are You on the Road to Burnout?

- Everyday is a bad day
- Caring about your work or home life seems like a total waste of energy
- You're exhausted all the time
- The majority of your day is spent on tasks you find mind-numbing, dull, or overwhelming
- You feel like nothing you do makes a difference or is appreciated.

Stress (too much)

- Over engagement
- Overreactive
- Urgency
- Loss of energy
- Anxiety
- Physical issues

Burnout (not enough)

- Disengagement
- Blunted emotions
- Helpless/hopeless
- Loss of motivation
- Depression
- Emotional issues

Causes of Burnout

- Work
  - Lack of appreciation
  - Unclear or too many expectations
  - Dull or monotonous vs. Chaotic or high pressure
- Life
  - Isolation/Lack of supportive relationships
  - Too many responsibilities
  - Not getting enough sleep
- Personality
  - Perfectionist
  - Pessimistic
  - Need to be in control; don’t delegate

Burnout – What does it look like?

- Fatigue
- Irritable, moody
- Missed deadlines
- Missed work
- Physical issues
- Depression
- Anxiety, panic
- Substance use
- Less team cohesion
- Stress at home

When Burnout Becomes a Crisis

Physical

- Change in physical appearance or abilities
- Breathing, skin color, strength, gait, speech

Mental

- Oriented to time/place, visual hallucinations, perceptions

Emotional

- Mood, anxiety, crying, scared, way they express themselves (quiet, loud, outgoing, introverted)

Social

- Activities, connections with others, attendance at events

41,000 Over 41,000 suicides occur each year

16 MIN One completed suicide every 16 minutes

SUICIDE IS COMMON

4 to 1 Men out-pace women four to one in suicide deaths and white working-age men have the highest suicide rates

#2 Suicide is the 2nd leading cause of death for men 25-54 in US

CONTRIBUTING FACTORS

PERFECT STORM

ACCESS TO PILLS AND FIREARMS

HIGH PRESSURE

SLEEP DISRUPTION

TOUGH GUY

CHRONIC PAIN AND PRESCRIPTION OPIOID USE

SEPARATION FROM FAMILY AND FRIENDS

POTENTIAL FOR FAILURE

STIGMA OF MENTAL ILLNESS

LOW UTILIZATION OF EAP AND MEDICAL BENEFITS

Burnout – What can YOU do about it?

- Self care
  - Vacation, mental health days, exercise, watch OT, wellness activities, lunch breaks
- Communicate your needs
  - Schedule, remote vs. in office, flexibility
  - Ask questions
- Use the resources and your team

Burnout – What can an AGENCY or SUPERVISOR do about it?

- Set the tone for your team
- Communicate
  - Information, deadlines, expectations
- Encourage self care
  - Vacation, breaks, restorative activities
- Offer growth opportunities
  - Skills training, mentoring, career paths
- Offer training
- Share resources – EAP, policies and procedures

STEP 1

What is My Role?

- Supervisor
- Co-Worker
- Spouse
- Parent
- Family Member
- Friend
- Person on the Street

STEP 2

- Determine if the crisis is a medical emergency
- Is the person a danger to self or others?
- Gauge the person’s definition of severity
- Assess resources on hand
- Prioritize needs in the moment

STEP 3

- Acknowledge that persons experience:
  - Challenges
  - Mental health conditions
  - Substance misuse disorders
- Understand that a mental health crisis is defined personally
- “I am here to help”

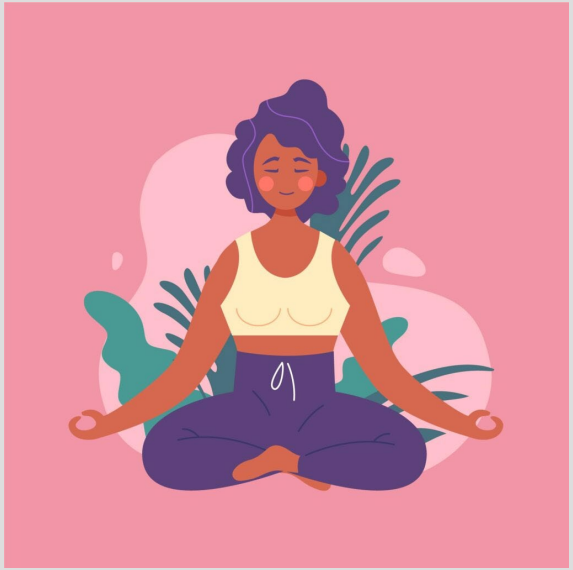
STEP 4

- Know what resources are available and how to utilize them
- Warm hand off
  - 911 / EMT
  - HR + Safety Departments
  - Family member / Close friend
  - Doctor
  - Therapist / Counselor

STEP 5

PAUSE FOR YOURSELF

- Support system
- Healthy Habits
- Meditation
- Nutrition
- Exercise/Yoga
- Rest
- Wellness Coach
- Counselor



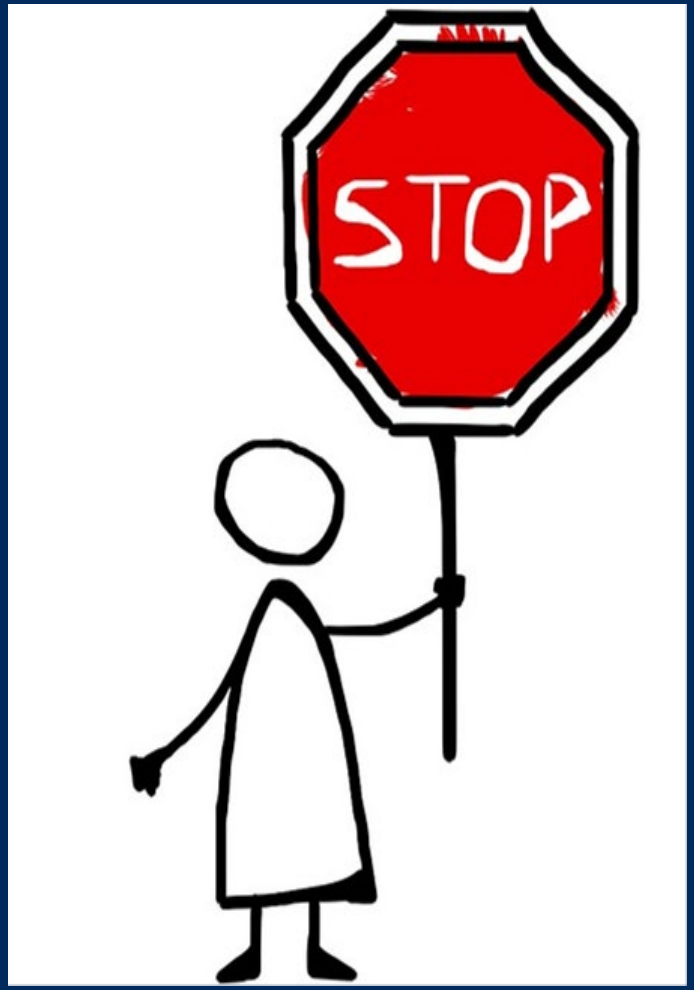
Have Hope!

REMEMBER:

- Crises are short term
- Recovery is possible
- People are resilient + get better

HOW TO AVOID BECOMING THE CRISIS

- Understand your own strengths and limitations
- Be resilient
- Prioritize your own well-being
- Practice stress reduction techniques
- Never be too proud to ask for help



RESOURCES AVAILABLE

NATIONAL

National Suicide Prevention Lifeline

Call 1-800-273-8255

www.suicidepreventionlifeline.org

Partnership for Workplace Mental Health

www.workplacementalhealth.org

National Alliance for Mental Illness

www.nami.org

MD / DC / VA

Suicide Prevention Resource Centers

http://www.sprc.org/states/maryland

http://www.sprc.org/states/district-columbia

http://www.sprc.org/states/virginia

Montgomery County Hotline

301-738-2255 soon to be 988

NAMI Montgomery County

www.namimc.org