Welcome to the podcast entitled Health and Wellness Briefs, tactics for a better you. I'm Dr. Bernadette Melnyk, I go by Bern, I'm currently Vice President for Health Promotion and Chief Wellness Officer for the Ohio State University.

This podcast series is brought to you by my CWO office and wonderful Buckeye Wellness team. In order to provide you with evidence-based micro learning modules to optimize your health and well-being.

As gratitude or what I call Vitamin G, it's one of the simplest strategies to improve mood, sleep and optimism, as well as reduce stress and blood pressure. I want you to take a few seconds and think about who or what you're grateful for today.

We will start each podcast by taking a dose of vitamin G. Today's topic is preventing and managing burnout. Burnout typically results from chronic workplace stress and results in emotional, mental or physical exhaustion.

There are three dimensions of burnout. One sustained feelings of exhaustion, where people feel a loss of their energy, depletion, fatigue and feeling over-extended.

Two, professional and efficiency, that's where you have reduced feelings of accomplishment or productivity. The third is depersonalization or detachment from the job where you have withdrawal, you're distancing mentally from your job and you're developing feelings of negativism and cynicism related to your job.

During the pandemic, feelings of burnout, exhaustion really sore in workers. It's still very high, yes. Many yes to up to 70% of workers in certain studies. There are several causes of burnout, including: work overload, lack of control over being able to make decisions, insufficient recognition or reward fairness, relationships, and values conflict, burnout and depression can overlap.

They share these feelings of exhaustion, feeling down and decrease in performance. However, with depression, people also have low self-esteem, feelings of hopelessness or even thinking about suicide.
If by chance you have symptoms that are interfering with your functioning, by all means please get help recognizing when we need help is a strength, not a weakness. Please always make sure you know the suicide crisis hotline number and that it is 988 when you can talk to a mental health professional anonymously, 24 hours a day, if you need it.

Well, let's take a few seconds to answer this question. Based on your definition of burnout, how would you rate your level of burnout right now?

Possible answers are: One, I enjoy my work, I have no symptoms of burnout.

Two, occasionally I am under stress, and I don't always have as much energy as I once did, but I don't feel burnt out.

Three, I am definitely burning out and I have one or more symptoms of burnout such as physical and emotional exhaustion.

Four, the symptoms of burnout that I'm experiencing won't go away. I think about frustration at work a lot.

Five, I feel completely burnt out and I often wonder if I can go on. I'm at the point where I may need some changes or help.

If you answer one or two, I'm really giving you a lot of encouragement. I think you're probably taking time for some good self-care. You're still engaging with things that bring you meaning and joy, and you're probably aligned with your dreams, your purpose or passion.

If you answer 3-4 or five. That's a red flag. Please don't hesitate to face your true story and make a commitment that you're going to start doing something a little differently. Maybe prioritizing your own self-care, a little bit more.

I'm going to finish this podcast today by outlining some key strategies to prevent burnout. The biggest is to practice good self-care; it is not selfish. When we get on a plane and the oxygen mask drops, we are told, put them on yourself first before you put them on your children.

Self-care is not a nicety; it is a necessity. It is not selfish, it is foundational to taking good care of our families, to doing a good job at work. We've got to schedule it. Yeah. As we schedule in anything else in our busy lives, be aware of the sign.

If you start to experience chronic fatigue, exhaustion, reduce feelings of empathy, irritability, anger, difficulty making decisions, you start to get cynical about work. Please face that true story and get help again, recognizing when we need help is a strength, not a weakness. We also must set emotional boundaries.
We must learn to say no without guilt. Worrying about the future and guilt about the past are the two most wasted emotions.

Learning how to stay in the present moment is so key, we've got a schedule in activities that bring us joy or meaning. Just like we schedule anything else, it's important to cultivate relationships outside of work. People are really lonely in this post pandemic era, it is important to stay connected to our friends and our family.

We need to develop and continue to develop positive coping strategies and mental resiliency like cognitive behavior, skills building, mindfulness, deep abdominal breathing and engage in the helpful strategies and evidence-based programs at work.

Take regular breaks, check in with your people: Wellness checks, asking them, “Are you OK today”? Or get a health coach, they can be so instrumental in helping us to make or break wonderful habits.

I'm going to end by just saying, remember, it's a strength to recognize when we're burning.

Take action. Don't wait until you're super burnt out and it’s interfering with your functioning concentration or judgment.

Thank you for tuning in to Health and Wellness Briefs today, Tune in to other podcasts in this series. To learn more evidence-based tips for a healthier you!