

Stress Management for High Burnout Professions



AnthemEAP

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Stress Management

Stress can come from many sources, but employees in some professions do have a higher degree of stress simply due to the nature of their work

While there are no "silver bullet" solutions, taking the time to identify stressors and develop plans, we can reduce the short and long-term impacts of chronic stress

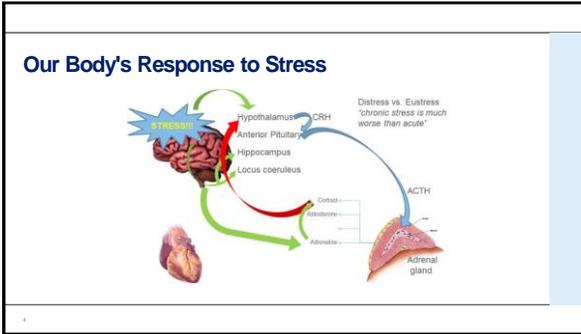
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Why is this Field So Prone to High Stress and Burnout?

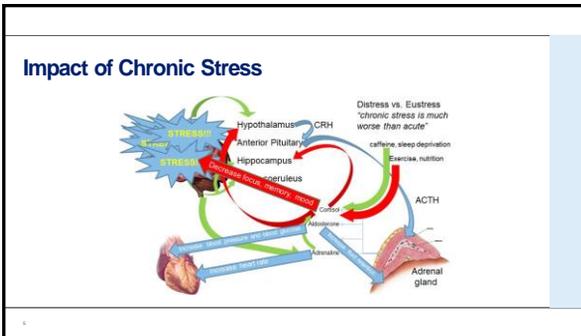
The AMA Wire identified 7 signs that correlate with burnout:

- A pre-existing high tolerance to stress
- An exceptionally chaotic practice
- Disagreement with your boss' values or leadership
- Having to function as an emotional buffer for your coworkers/family/team members
- Job interference with family events
- Lack of control over work schedule and free time
- Not taking time for self-care

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Impact of Stress in the Workplace

Transient emotional reactions

- Identify your emotions: dissociation, intrusive re-experiences, avoidance, numbing

Cognitive reactions

- Compulsions, worry

Physical reactions

- A spectrum from least intense i.e., tension and fatigue to most intense i.e., somatization disorder, which can include hyperarousal, anxiety attacks, and depression

Interpersonal reactions

- Impact on relationships with family, friends and colleagues

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Strategy One: Awareness on the Upswing

Two goals:

1. Identify your typical tension-inducing moments/events
2. Quantifying the impact of each

Mediating at or before these moments can help lessen or avoid the negative impact

- When these stressors occur, what types of responses do you have? How can you identify that in yourself or in others?
- Which individuals/teams are most exposed to stress



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Activity

List some examples of tension-inducing moments/events in the following areas:

At work

At home

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Strategy Two: Active Management on the Downswing

Create daily routines that help build resilience and decrease the impact of stress:

- Self care routines cultivate good habits: Nutrition, sleep, exercise, maintaining social connections
- Accountability helps with consistency: Get a buddy
- Regularly scheduled breaks can be energizing: Create opportunities to learn, play or move
- Regular and frequent opportunities to debrief can keep issues from piling up

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Strategy Three: Long-Term Management

If you experience symptoms of stress despite your attempts at management, it is essential that you seek help. Recognizing these symptoms in others is equally important:

- Nightmares, difficulty concentrating, feelings of anxiety, sleep problems, recurring or intrusive thoughts, numbness, withdrawing from normal commitments or usually enjoyable activities

Utilize the **FILL UP** approach:

- Focus Inwardly on what is important
- Look and Listen for what others are experiencing, and
- Understand Personally what your experiences mean

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Action Steps

What steps will you take **TODAY** to reduce the short and long-term impacts of chronic stress?

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Evaluation Survey QR Code



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