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Adapting to COVID-19: Dealing with Burnout

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Territorial Acknowledgement

- We recognize and acknowledge the QayQayt (Ki-Kite) First Nation and Kwikwetlem First Nation, as well as all Coast Salish Peoples, on whose traditional and unceded territories we live, we learn, we play, and we do our work.

Overview

During COVID-19 Faculty and Staff have adapted the ways in which we work and support others. These changes add stress and pressure to our home and work lives. This session will provide an opportunity to bring those working in BC's post-secondary sector together to learn how to recognize burnout and explore some strategies to guard against it. Participants are encouraged to share their own unique challenges and discuss strategies they have developed for self-care and well-being.

Welcome

- Welcome & Territorial Acknowledgement
- Introductions & Overview
- *Group Sharing*
- Burn Out & the Mental Health Continuum
- *Multiple Choice Questions*
- Managing Distress & Self Care
- *Word Cloud Activity*
- Wrap-Up

Introductions

Anuschka Naidoo

&

Dylan Le Roy



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Group Sharing:

Question: What is one of the biggest challenges you have experienced during COVID-19?

What is Burn Out?



Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life."

Burn out from a broader perspective



Un-necessary distress



Lack of connection to
work



Lack of sense of meaning
towards what brought us
passion in the past



Noticing that distress is
moving from work into
other areas of life

COVID-19 – Working from home

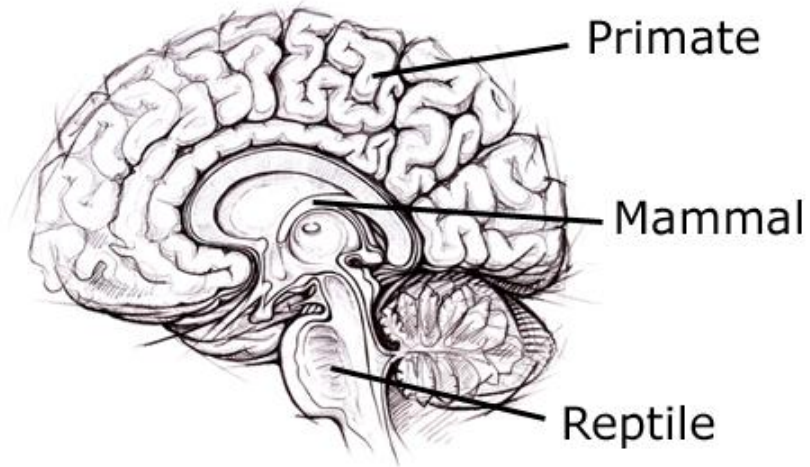
- "People are facing a novel, threatening and unpredictable experience, at the same time, people are losing important coping strategies for stressful situations, enduring disruption in their routine and having to distance themselves from friends and families" - Dr. Andrea Danese, Psychiatrist, King's College London.
- Working from home has changed our work environments and identities
 - There is little separation between home and work for many as we work remotely
 - Lack of social connections

COVID-19 and our minds

- Impacts all areas of our mind
- Reptile (Lizard)= Safety/Vigilance
- Mammal (mouse) = emotions and desires
- Primate (Monkey) = connections

Dr. Rick Hanson

How do we control events that are largely out of our control - skillful versus unskillful worry?



Stress

- What is Stress?
- Stress VS Anxiety
- Stress and Stressors



Photo by cseeman

Common Symptoms of Stress

Cognitive:	Emotional:
Memory problems Inability to concentrate Continuous worry Racing thoughts	Feeling Down Feeling overwhelmed Irritability (short temper) Inability to relax
Physical:	Behavioral:
Excessive Perspiration Chest pains/ elevated heart Frequent colds/illness Nausea, dizziness or headaches	Increase /decrease appetite Nervous habits Difficulty/irregular sleeping Excessive use of alcohol, cigarettes or drugs

Suffering

- Avoidance

- Control

=Psychological
suffering



***"It is not stress that kills - it is our reaction to it
-Hans Selye***

Mental Health Continuum Model

Healthy • Reacting • Injured • Ill

➤ Identify your symptoms and place yourself in the column that fits

➤ Determine action steps that will help you move towards greater mental wellness



https://theworkingmind.ca/sites/default/files/twm_self-care-resilience-guide.pdf



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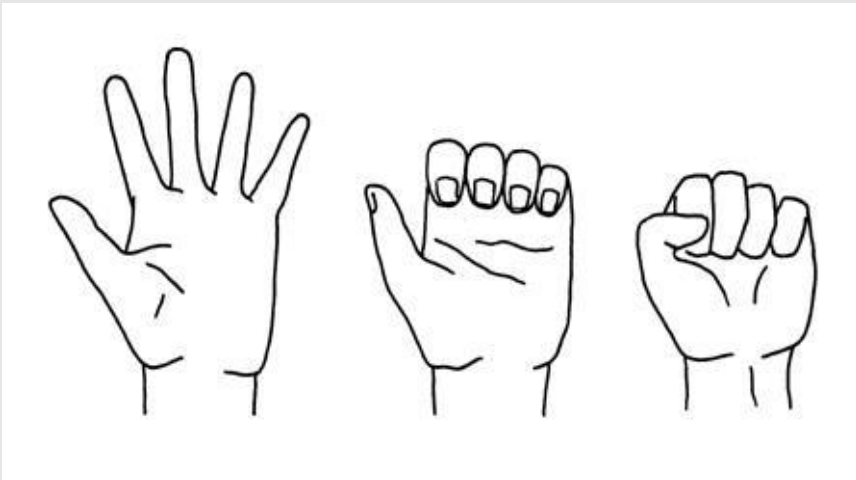


Multiple Choice Questions:

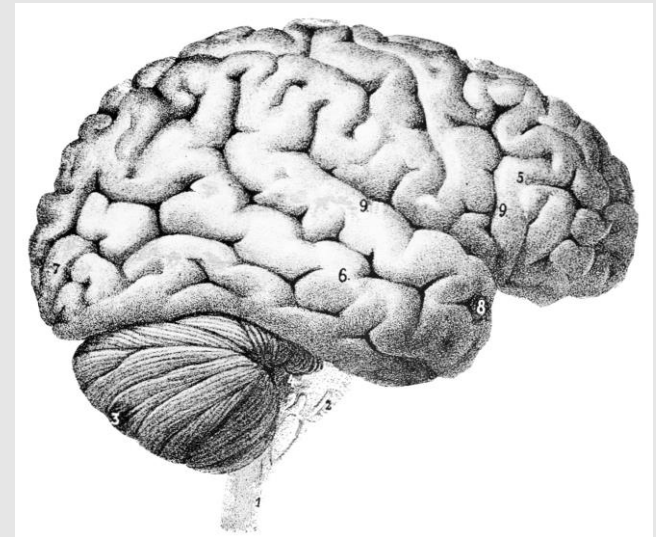
Question: When you've experienced burnout or stress what is one thing that is helpful for you?

Burn out and self care

- Naming that it is ok to not feel ok 100% of the time.
 - Name it to tame it - Dr Dan Siegel
 - Upstairs brain (higher reasoning) Downstairs brain (fight/flight/freeze)
 - Hand exercises



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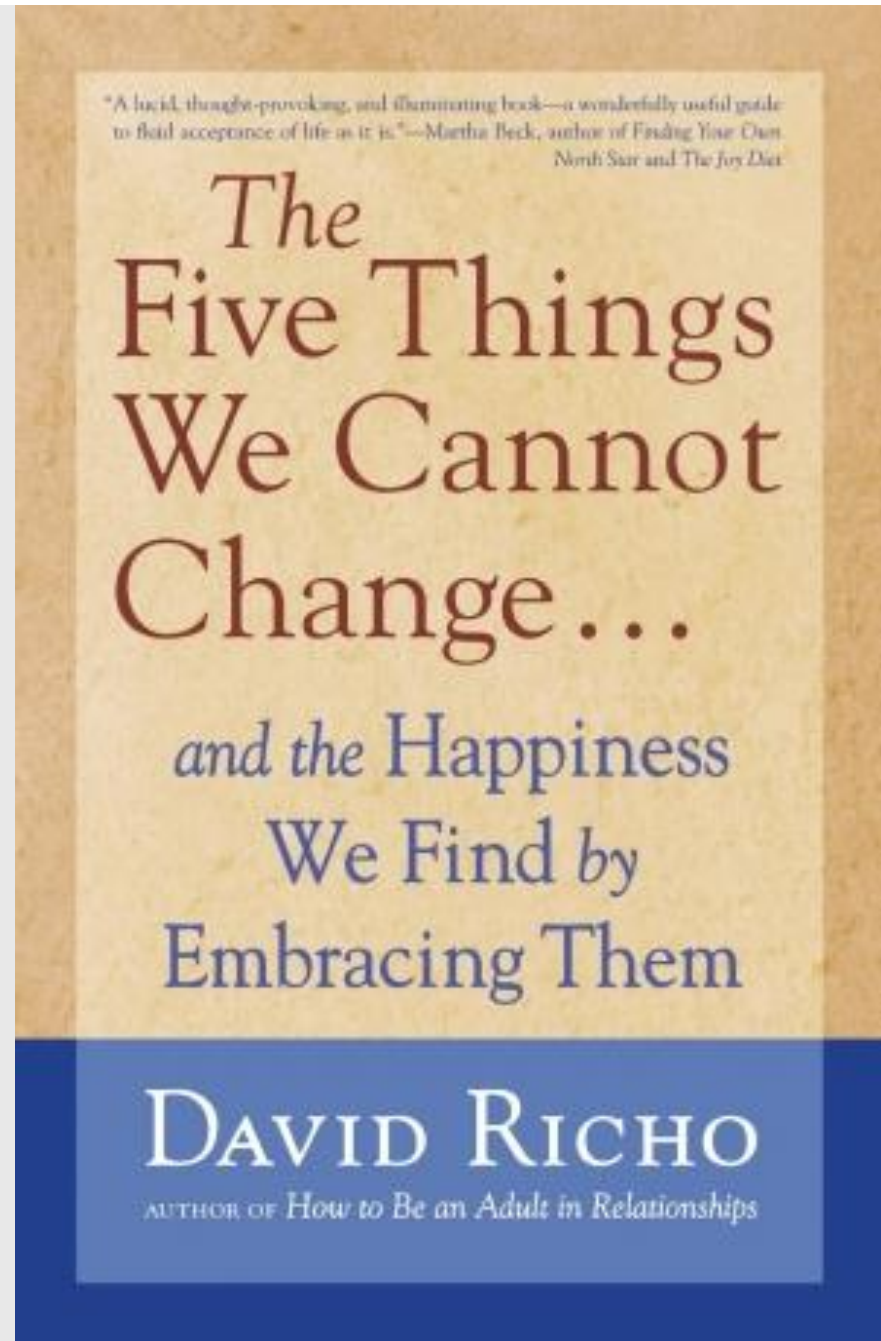
Managing Distress

- “grant me the serenity to accept the things I cannot change, the courage to change the things I can, and wisdom to know the difference.”
- Take in the good
- Reaching out for supports
 - Peers
 - EAP
 - Lots of stuff online...mindfulness, Progressive Muscle Relaxation - try and practice what you preach

Managing Distress @ work and in life

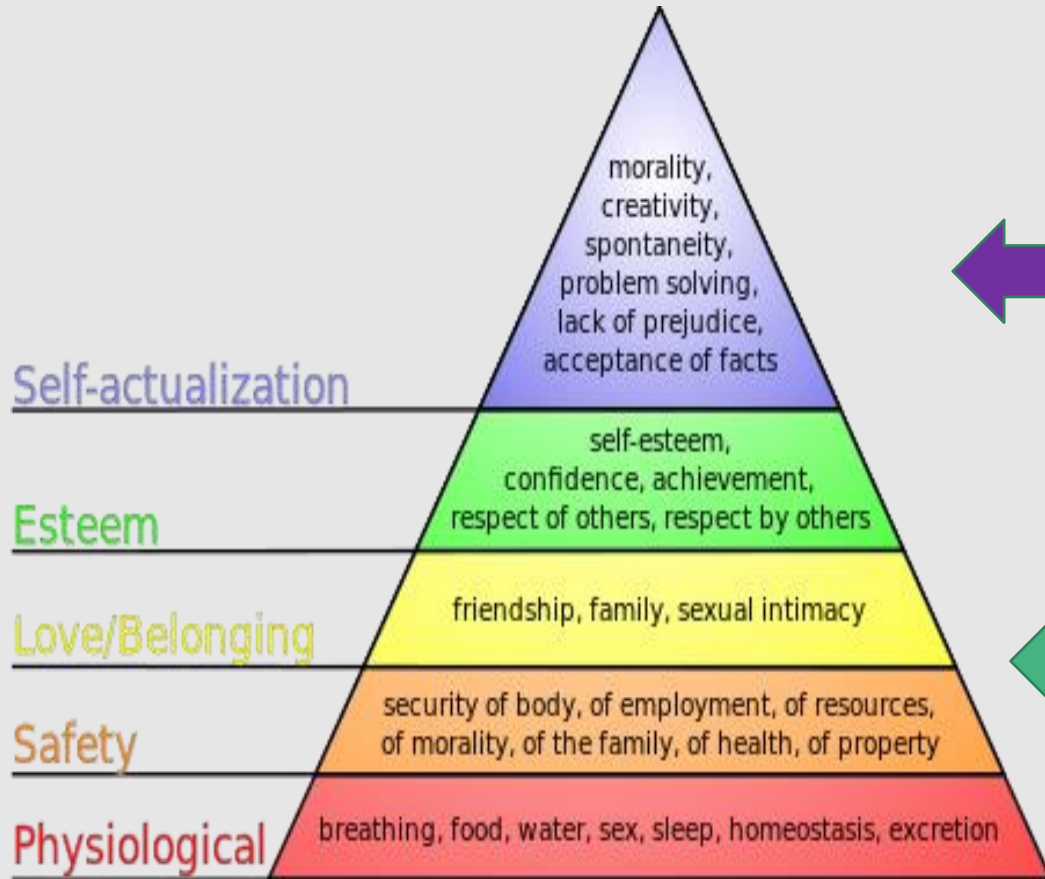
Five Things We Cannot Change....

- Everything changes and ends.
- Things do not always go according to plan.
- Life is not always fair.
- Pain is part of life.
- People are not loving and loyal all the time.



Maslow's Hierarchy of Needs:

Start at the Bottom!



Being - B Needs

- High level needs that we can work on once our "D Needs" are met

THRIVING

Defecit- D Needs

- We need food, shelter, love and belonging, intimacy and connection and autonomy

SURVIVING



Physical Activity

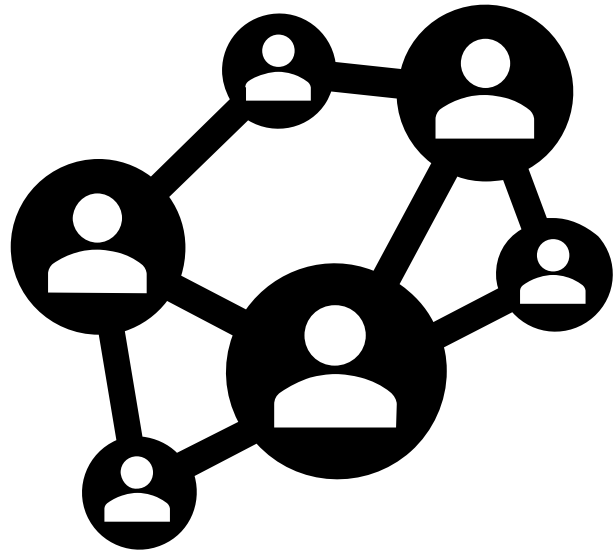


Physical Touch &
Connection



Mindfulness

Lifestyle
Practices that
Close the
Stress Cycle



Self-Compassion

Dr. Kristin Neff, www.self-compassion.org

Self-love vs Self-judgment

Common Humanity vs Isolation

Mindfulness vs Over-Identification



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Word Cloud Activity

Question: One thing I have learned about myself or gained through my experience of working during COVID-19 is...

WRAP-UP

Resources

- “The Working Mind COVID Self-Care & Resilience Guide:
https://theworkingmind.ca/sites/default/files/twm_self-care-resilience-guide.pdf
- Kristin Neff’s Website: self-compassion.org
- Mindfulness App: my.life.com
- Greater Good magazine: <https://greatergood.berkeley.edu/>



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Thank-you

<https://covid19.bccampus.ca/category/webinars/>

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