Adapting to COVID-19: Dealing with Burnout

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BCcampus
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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
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
## Common Symptoms of Stress

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

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
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

Deficit - D Needs
• We need food, shelter, love and belonging, intimacy and connection and autonomy

- Physiological
  - Breathing, food, water, sex, sleep, homeostasis, excretion
- Safety
  - Security of body, of employment, of resources, of morality, of the family, of health, of property
- Love/Belonging
  - Friendship, family, sexual intimacy
- Esteem
  - Self-esteem, confidence, achievement, respect of others, respect by others
- Self-actualization
  - Morality, creativity, spontaneity, problem solving, lack of prejudice, acceptance of facts

THRVING
SURVIVING
Lifestyle Practices that Close the Stress Cycle

- Physical Activity
- Physical Touch & Connection
- Mindfulness
Self-Compassion

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

Self-love vs Self-judgment
Common Humanity vs Isolation
Mindfulness vs Over-Identification
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:

• Kristin Neff’s Website: self-compassion.org

• Mindfulness App: my.life.com

• Greater Good magazine:  https://greatergood.berkeley.edu/
Thank-you

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

https://bccampus.ca/subscribe/?subscribe=