

Burnout!

Unlocking the Stress Cycle

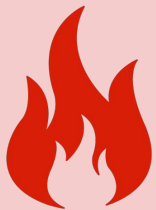
Learning & Leading 10-22-20
Jennifer Akins & Errin French

What do these terms mean to you?

- Toxic Stress
- Burnout
- Self-care
- Compassion Fatigue
- Wellness
- Secondary Traumatic Stress
- Self-Compassion
- Emotional Labor



**“20 to 30 percent of teachers in
America have moderately high to
high levels of burnout”
~Herman, et al. (2018)**



Discuss with a partner: What might this statistic be in 2020? Would it be different based on role? Years of experience? Gender? Other factors?

What is burnout?

Freudenberger (1975) defined burnout as:

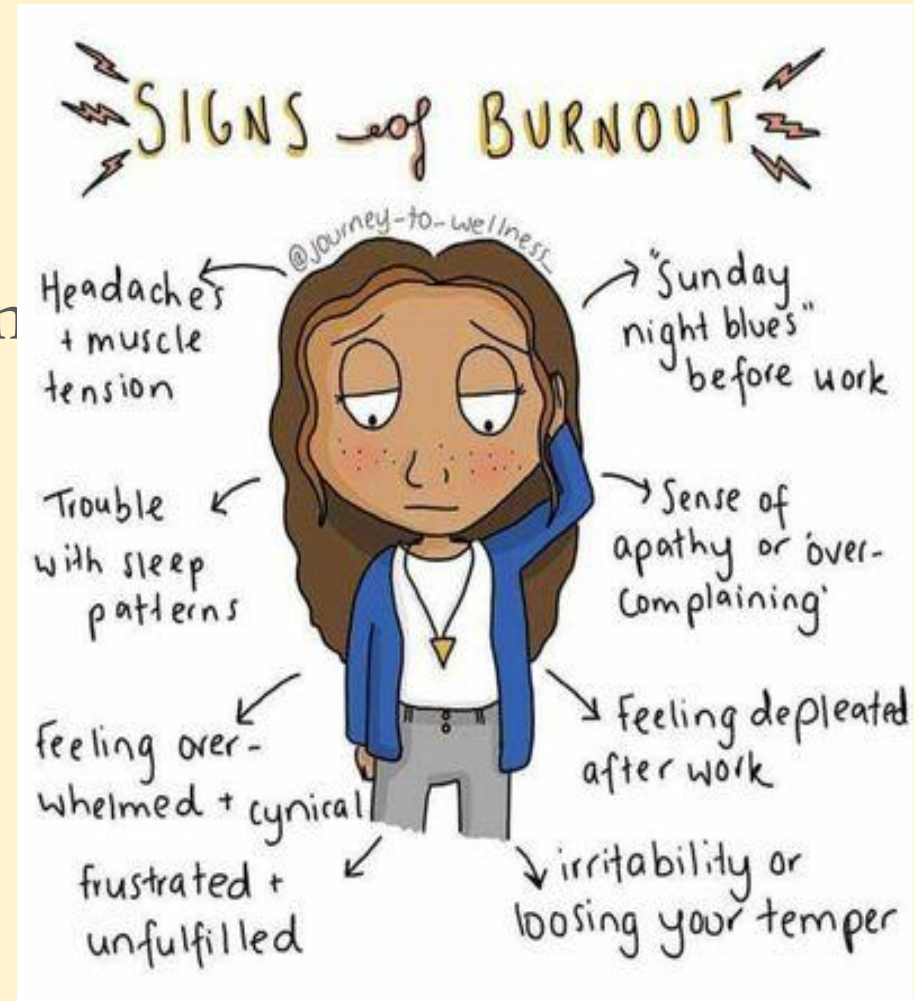
- Emotional exhaustion
- Depersonalization (depletion of empathy, caring and compassion)
- Decreased sense of accomplishment (sense of futility, loss of meaning in one's work)



Why does burnout happen?

Research offers several different explanations.

- Prolonged **stress**
- Lack of social supports
- Perceived lack of control
 - Socioeconomic status
 - Trauma
 - Grief



The **IMPACT** of stress & emotions

Dr. Emily Nagoski and her sister Dr. Amelia Nagoski were recently interviewed by Brene Brown on her [podcast](#) (warning: language advisory).

- Emotions are a neurobiological event with a beginning, middle, and end
- Emotions are automatic and outside conscious control
- Emotions are **whole-body reactions** to stimulus



EMOTIONS AREN'T "GOOD" OR "BAD"

EXAMPLES ↗

STRESS

"I need to slow down. I need self-care."

SAD

"It's okay. I need love & to look for joy & gratitude."

ANXIOUS

"I need calm & grounding. I can remind myself I am safe & can manage this."



They are SIGNALS
to us...

our body bringing
our attention to
something → Maybe
letting you know that
something is 'off-kilter'
or out of balance.

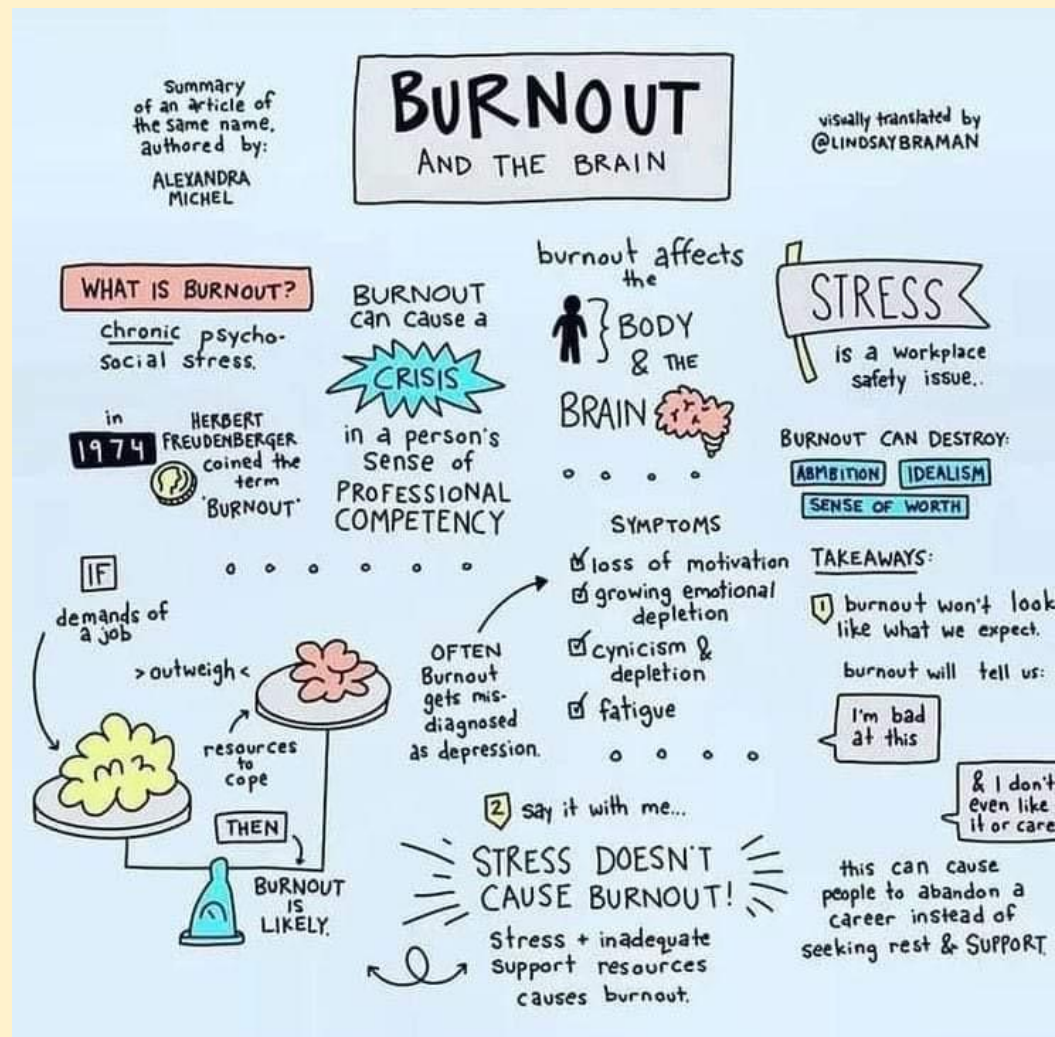
ASK YOURSELF:

"WHAT IS THIS FEELING
TRYING TO TELL
ME?"

**"Just because
you've dealt with
the stressor,
doesn't mean
you've dealt with
the stress itself"**

What happens if you don't address the symptoms?

- "I'm a bad teacher"
- "I'm not cut out for this"



“Emotions are tunnels. If you go all the way through them, you get to the light at the end. Exhaustion is what happens when we get stuck.”

~Drs. Emily & Amelia Nagoski



“Why do we get stuck?

**Constant exposure to situations that
activate emotion Return to stressful job
day after day. Can't find a way out
because it is too painful- rage, grief,
despair, helplessness, cannot do alone
Sometimes we are just trapped**



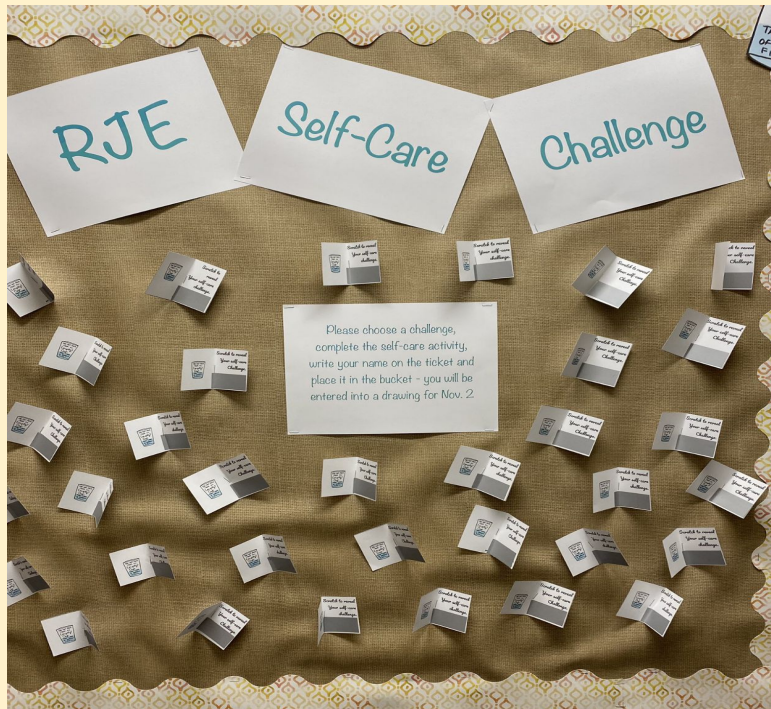
7 Strategies to End the Stress Cycle

You must DO something to let your body know that you are SAFE. The absence of the stressor is not enough.

- Physical Activity (movement of any kind)
- Breathe (lengthen your exhale)
- Get with “your crew”
- Laugh (the belly laugh)
- Affection (a hug in a safe context- until relaxed)
- Crying (tip: turn toward the physical sensations)
- Creative Expression (take the feeling outside of yourself)

Use your spaces!

RJE Cup Fillers



Evans Adult Calming Room



What could you create on
your campus?

Self Care Resources



- Follow HR on twitter for the self-care challenge
- Visit the Trauma Informed Toolkit [Site](#)
- Book an IMPACT counselor to speak with your staff/team
- Work with your coordinated health team

Self Care Resources

**Remember to take
care of yourself.**

You can't pour from
an empty cup.



**YOU WOULDN'T LET THIS
HAPPEN TO YOUR PHONE.
DON'T LET IT HAPPEN TO
YOU EITHER.**

**SELF CARE IS A PRIORITY,
NOT A LUXURY.**

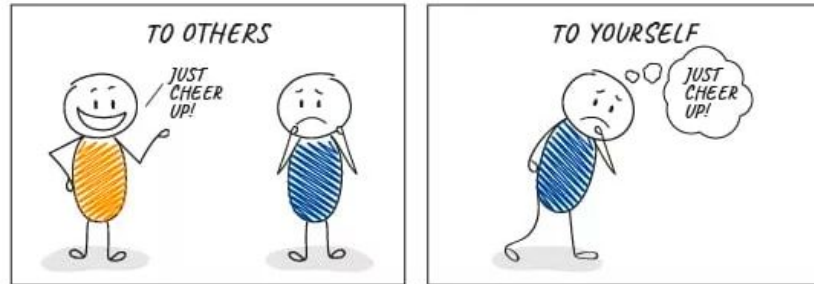
Social Awareness: Avoid Toxic Positivity



Is our response about our own discomfort and need to “fix it” or is it about our peer?

Vanessa van Edwards- [Toxic Positivity](#)

2 Types of Toxic Positivity



“Reframing is about creating a new mental landscape with a larger scope of freedom, a greater degree of flexibility, and a set of alternative ways of approaching any problem”

~Avinash Vagh





DISCOVERY

What do we stand to gain...

- Resiliency
- Growth in dealing with adversity
- Emotional stability

RECOVERY

McKinney ISD will work to create...

- Trust in a safe and secure environment
- Parental and community trust
- Positive emotional states for our students

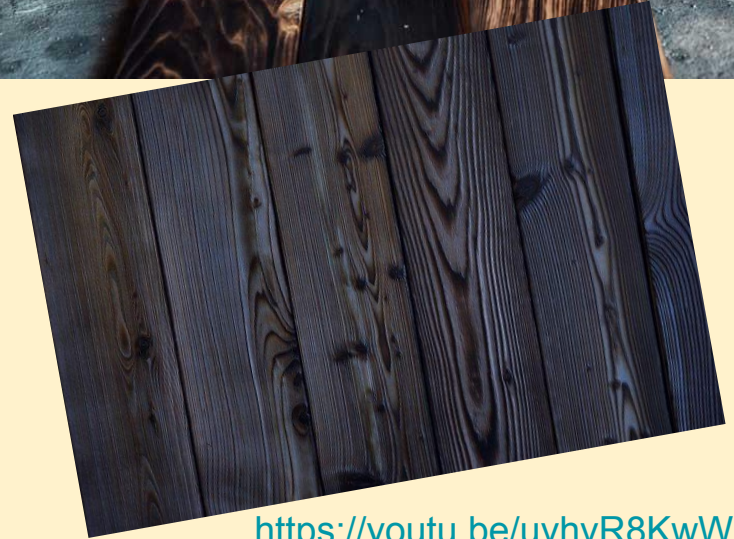
Shou Sugi Ban

Shou sugi ban, a process of applying heat to wood to make it stronger and more fire resistant. It also seals the wood and deters pests.

- Be careful with heat exposure (slow sweeps under the flame)
- Take breaks (to brush off soot)
- Connect to supports (oil or glaze)



How do you want to
emerge from the fire?



<https://youtu.be/uvhvR8KwWhw>



Learn more here: <https://youtu.be/C4Qlkep7ANc>

Kintsugi

Kintsugi is the Japanese art of putting broken pottery pieces back together with gold — built on the idea that in embracing flaws and imperfections, you can create an even stronger, more beautiful piece of art.

- Admire imperfections
- Live with resilience
- Care for your inner circle
- Nourish your body
- Cultivate sincere gratitude



How will this experience
make you more beautiful?

A Final Word: Be Ready With Resources

- Staff Wellness [Page](#) (look for EAP information)
- My Strength [App](#) (free) Use the code “LPSCOMM”
- Lifepath Mobile Crisis Line: 877-422-5939
- Crisis Text Line, Text “Home” to 741 741

