BURNOUT & WELL-BEING: Regenerating YOUR Balance

Abbie O. Beacham, PhD
Director, Behavioral Sciences
University of Louisville School of Dentistry
Co-Founder Project Well-being
https://www.projectwell-being.com/
Three Part Presentation:

- BURNOUT
- WELL-BEING

REGENERATING YOUR BALANCE
PAUSE
to reflect
Take a moment to consider a question
or DO an exercise
PART 1: BURNOUT
Google

About 6,590,000 results (0.42 seconds)
Looking back, have you EVER been burned out? How did it “show up”?  

PAUSE to reflect
“Leaders And Employees Are Burning Out At Record Rates: New Survey”
Forbes  Feb 17, 2021
“What burnout really means, and what bosses and employees can do about it”
Washington Post June 15, 2021
“Empowered doctors, staff foster low medical practice burnout, poll finds”
HealthcareDive June 7, 2021
“5 secrets to work-life balance, from a TikTok-famous burnout coach”
Today, NBC  June 15, 2021
Burn-out an "occupational phenomenon": International Classification of Diseases (ICD-11)
Burnout Defined

Emotional exhaustion or feeling “used up” at the end of a workday is used as proxy for Burnout.

Not an “Either / OR” Phenomenon
Burnout Defined

*Three* Dimensions:

- Exhaustion
- Cynicism
- Professional Inefficacy

(Maslach & Jackson, 1981; Maslach, Jackson, & Leiter, 1996)
Burnout Defined

Exhaustion

Wearing out, loss of energy, depletion, debilitation, and fatigue

Cynicism (also known as Depersonalization):

Burnout Defined

Detachment, negative or inappropriate attitudes, detached concern, irritability, loss of idealism, and withdrawal

Professional Inefficacy:

Lack of accomplishment, reduced productivity or capability, low morale, and an inability to cope

PAUSE to reflect

Exhaustion, Cynicism and/or (In)efficacy?
“People experiencing burnout are not simply exhausted or overwhelmed by their workload. They also have lost a psychological connection with their work, which has implications for their motivation and their identity.”

“Ineffective”

PAUSE to reflect

Any profile resonate?
“To imply that I simply need to meditate or do yoga to cope with a system that is killing me is, frankly, insulting.”

Conversation over coffee (2016)

<table>
<thead>
<tr>
<th>Workload</th>
<th>Control</th>
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<tbody>
<tr>
<td>Reward</td>
<td>Community</td>
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<tr>
<td>Fairness</td>
<td>Values</td>
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Six areas of work life

**Mismatch**es are related to burnout

Six areas of work life

*Mismatches* are related to burnout

Related to other profiles

- Workload
- Control
- Reward
- Community
- Fairness
- Values

PAUSE to reflect

Let’s talk about it like we ALL have it from Time-to-Time.
Part 2: WELL-BEING
No shortage of advice and options
What is true for YOU?
PERMAH model of Well-being
PERMAH Model of Well-being

“Life balance is like standing on a wobble board. It’s a dynamic equilibrium.”
PAUSE to reflect

Are there times when you feel more/less on balance? What are you doing?
In general, how would you say your health is?
0 – Terrible
10 – Excellent

How much of the time do you feel you are making progress towards accomplishing your goals?
0 – Never
10 – Always

How often do you become absorbed in what you are doing?
0 – Never
10 – Always

In general, how often do you feel positive?
0 – Never
10 – Always

In general, to what extent do you lead a purposeful and meaningful life?
0 – Not at all
10 – Completely

How satisfied are you with your personal relationships?
0 – Not at all
10 – Completely

Part 3: Regenerating YOUR Balance
If our resources are depleted, how do we regenerate them to find balance?
During those moments of “balance” what would we see you doing?
As we await meaningful system change, in the meantime ...

‘The “broaden-and-build” theory underscores the ways in which positive emotions are essential elements of optimal functioning, and therefore an essential topic within the science of well-being.’

As we await meaningful system change, in the meantime …

Small efforts, over time, have a cumulative effect on well-being

What is *true* for YOU?
What is true for YOU?
What we covered:

- BURNOUT
- WELL-BEING

REGENERATING YOUR BALANCE
PAUSE to reflect
Thanks for tuning in.

May we all have moments of balance.

~Wobble on!

Abbie

P.S. For more information visit us at https://www.projectwell-being.com/