

## ***Burnout: Preventing & Managing Burnout in the Workplace***

*(the importance of individual, managerial, and organizational participation in the process of prevention and recovery from burnout)*

*Presented in partnership with the Canadian Mental Health Association Edmonton (CMHA) and Opening Minds, a Division of the Mental Health Commission of Canada (MHCC)*

***Burnout:*** Burnout is a syndrome resulting from chronic workplace stress that has not been successfully managed.

***3 states characterize it:***

1. Feelings of energy depletion or exhaustion
2. Increased mental distance from one's job or feelings of negativism or cynicism related to one's job.
3. Reduced confidence specific to your profession and the ability to do your job well.
  - ***Chronic stress can lead to burnout.***

***What can you do to prevent and manage burnout?***

Managing burnout is not a task you want to take on "all by yourself."

1. ***Organizational level:***
  - a. Build systems to help to support the mental health of employees.
  - b. Integrate programs within your current operations.
  - c. Take steps to ensure stigma reduction remains a focus.
2. ***Managerial Level:***
  - a. Reduce Stigma
  - b. Promote open conversations.
  - c. Flexibility
  - d. Setting Expectations
3. ***Individual Level:***
  - a. Sustainable Stress Management
  - b. Tools, resources, and information
  - c. Positive Activators
  - d. The 4 C's (Catch It, Check It, Change It, Celebrate it!)
  - e. Adopt a holistic approach that addresses the mind (mental well-being), body (physical well-being), and environment (healthy and safe spaces).

## *Takeaways:*

### *Questions we can ask ourselves*

- Do we fully understand the concepts of stress management and burnout prevention and recovery?
- How can we recognize the signs of chronic stress and burnout?
- How can we help, and where can we turn for resources?

### *Key takeaways for team lead and management*

- Build on what you have
- Get the necessary training
- Address key issues
- Have an 'action plan' in place
- Promote open communication
- Communicate support information
- Encourage and promote a stigma-free work environment
- Seek out information and resources to support your process and action plan

### *Resources*

- *CMHA Edmonton Region:* <https://edmonton.cmha.ca/>
- *The Mental Health Commission of Canada:* <https://openingminds.org/>