

The Nature of Burnout - Signs and Symptoms, The Cause and Cures

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March 16, 2021



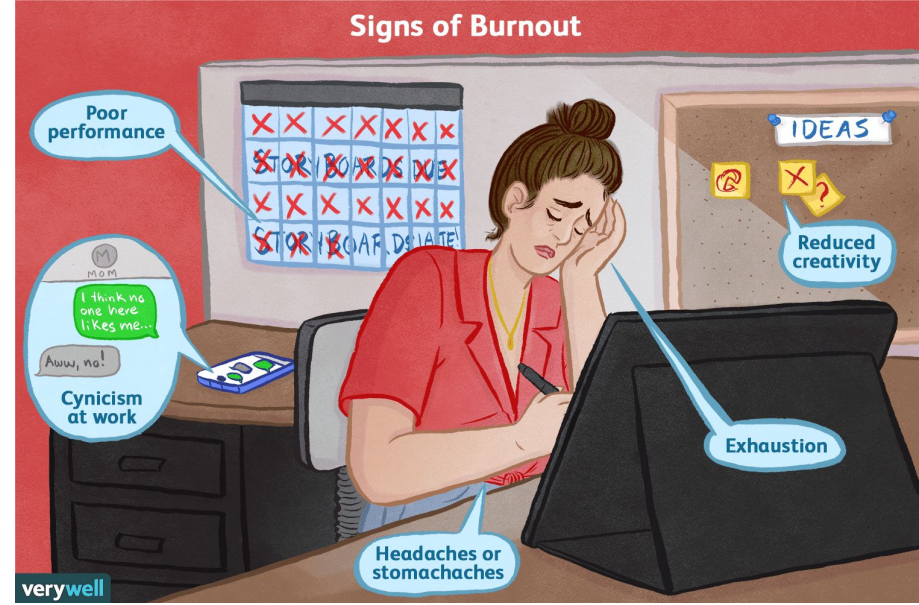
Introductions

➡ In the Chat Box

Your name, agency, and role.

Do you feel like you are currently experiencing burnout?

Are you here today to find help in heading burnout before it strikes?



#1 Issue Faced by Entrepreneurs

Burnout

➡ According to Gallup, **23%** of employees report feeling burnout at work very often or always, while an additional **44%** reported feeling it sometimes.

➡ Employees who frequently experience work burnout are **63%** more likely to take a sick day and **23%** more likely to visit the emergency room.

➡ This common feeling of constantly feeling overstressed and underappreciated leads to chronic workplace stress who not successfully managed and costs organizations **34%** of their annual salary.



Two Types of Burnout

Circumstantial

- » Circumstantial burnout stems from workplace challenges, neglect of personal life, and not taking time off.

Existential

- » This type of burnout stems from a loss of meaning in one's profession, lack of self validation, loss of understanding of professional identity, and loss of connectivity with colleagues and clients.
- » Hard to separate business from self.
- » Research shows that it leads to job dissatisfaction, absenteeism, inefficient decision making, turnover, health related issues.



What Are the Causes of Burnout?

➤ Lack of Autonomy

➤ Boundaries

➤ Engagement

➤ Motivation

➤ Passion



**What life occurrence contributes to
your own burnout?**



12 Step Model to Burnout: Herbert Freudenberger and Gail North

- **Compulsion to Prove Oneself**-demonstrating worth excessively
- **Working Hard with an Inability to Switch off**
- **Neglecting basic needs** - lack of eating, lack of health, and lack of social interaction
- **Displacement of problems** - problems are dismissed
- **Revision of Values** - values are skewed, friends and family dismissed, and hobbies are irrelevant
- **Denial Emerging of problems** - intolerance, perceiving collaborators as stupid, aggression, and cynicism (problems are viewed as caused by work)



12 Step Model to Burnout: Herbert Freudenberger and Gail North

➡ **Withdrawal** - social life is small, non-existent, hard social contacts
Odd behavioural changes

➡ **Depersonalization** - not seeing self or other as valuable
Inner emptiness

➡ **Depression** - future feels bleak or unlikely
(problems are viewed as caused by work)

➡ **Burnout Syndrome** - mental collapse



Misconceptions about Burnout

- ➡ You have to work incredibly hard, long hours, and sacrifice health
- ➡ You have passion so you have infinite energy
- ➡ Everyone has to have a job that reflects their purpose
- ➡ Personal sacrifice is necessary and deified while personal well-Being is held as less important
- ➡ “What is the difference between “Excellence” and “Validation seeking.”



Which signs of burnout do you have?



How to Avoid Burnout

- **One:** Keep your external values in check, balanced time with Family and hobbies
- **Two:** Keep your physical health in check, food, and eating
- **Three:** Keep your mental resilience in effect, get a coach, Support systems in place, to counteract the negative feedback
- **Four:** Keeping your personal sense of purpose in check, doing your best, letting go of the desire to control, and allow room for grace and unfolding



Daily Challenges Faced By Entrepreneurs

#1 Loneliness

➡ In Self Employment review by Julia Deane, founder of the Cambridge Satchel Co. she found that 30% of entrepreneurs feel a sense of loneliness, different from solitude.

➡ Dr. Jeremy Noble from Harvard Medical School says that social connections are important are keys to happiness and health

#2 Dealing with the Unknown



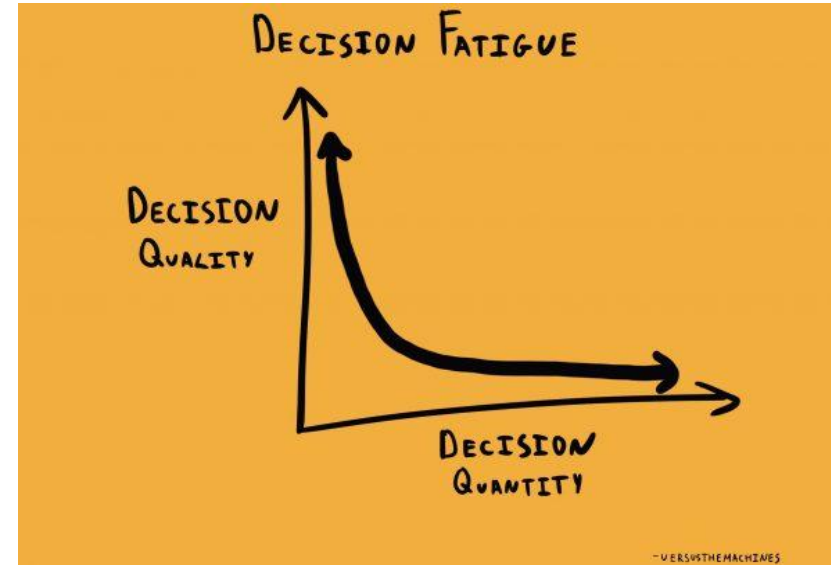
Decision Making Fatigue

➡ When we get too tired we use shortcuts

- Act Impulsively
- Do nothing

➡ Both of which to save energy

➡ Social Psychologist Roy F. Baumeister says its “Ego Depletion”



How To Beat Decision Making Fatigue

- ➡ According to Neuroscientist from Dartmouth Todd Heatherton Glucose is vital for brainpower
- ➡ Low on Glucose equals less attention on long-term goals and immediate satisfaction
- ➡ More resistance to desire equals lower will power



What do you do when you start to notice yourself slow down and being less effective?



How to Avoid Burnout

➡ TEAM DISCUSSION EXERCISE

