

# Burning Out or Burning Brightly

@kateatkin

[www.kateatkin.com/EOESAS](http://www.kateatkin.com/EOESAS)



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## Welcome & Introduction

Queries to

[sas.eoe@hee.nhs.uk](mailto:sas.eoe@hee.nhs.uk)

Interact by  
mute/unmute  
chat box

After this event you will receive a link to a feedback survey & certificates will be issued upon completing it

Wellbeing apps available for NHS staff during 2020



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# Welcome & Introduction

**Defining and Avoiding Burnout**  
**Coping and Confidence**  
**Burning Brightly and Thriving**



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**Stop**

**Start**

**Think  
About**

**Carry  
On**



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# Is stress good or bad for us?



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## The response of the body to any demand made upon it

Hans Selye 1907-1982



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# Eustress



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# Compassion Fatigue

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# Be more Zebra!



"Zebras" by thomasgerhard is licensed under [CC BY-ND 2.0](#)

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## Defining Burnout

**A gradual emotional depletion and a loss of motivation and commitment**  
(Freudenberger 1974)

**Emotional exhaustion**  
**Depersonalisation**  
**Reduced accomplishment**  
(Maslach, Jackson & Leiter 1996)



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**Personal Plan to Maintain Compassion Under Stress**  
 "We can't be compassionate with other people if we can't treat ourselves kindly" Brené  
 Brown

**Relaxation:**  
To ensure I get time to relax and switch off, I could: \_\_\_\_\_  
Barriers could be: \_\_\_\_\_  
I could overcome these by: \_\_\_\_\_

**Exercise:**  
To get my exercise needs met, I could: \_\_\_\_\_  
Barriers could be: \_\_\_\_\_  
I could overcome these by: \_\_\_\_\_

**Sleep:**  
To get my need for 7-8 hours of sleep, I could: \_\_\_\_\_  
Barriers could be: \_\_\_\_\_  
I could overcome these by: \_\_\_\_\_

**Privacy:**  
To ensure that I am getting at least 30 minutes of privacy a day, I could: \_\_\_\_\_  
Barriers could be: \_\_\_\_\_  
I could overcome these by: \_\_\_\_\_

**Social relationships:**  
To ensure I am spending time with people I value, and am doing things for their wider community, I could: \_\_\_\_\_  
Barriers could be: \_\_\_\_\_  
I could overcome these by: \_\_\_\_\_

**Nutrition:**  
To get my nutritional needs met, I could: \_\_\_\_\_  
Barriers could be: \_\_\_\_\_  
I could overcome these by: \_\_\_\_\_

**Challenges:**  
To set myself a future challenge, I could: \_\_\_\_\_  
Barriers could be: \_\_\_\_\_  
I could overcome these by: \_\_\_\_\_

**Hydration:**  
To ensure I have had enough fluids during the day, I could: \_\_\_\_\_  
Barriers could be: \_\_\_\_\_  
I could overcome these by: \_\_\_\_\_

Trauma

Credit to Carlotta Raby, Trauma Psychology

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# VUCA

a **V**olatile, **U**ncertain,  
**C**omplex and **A**mbiguous  
world



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- 1. Defining and Avoiding Burnout**
- 2. Coping and Confidence**
- 3. Burning Brightly and Thriving**



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# How well are you coping?



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[https://www.skillsforcare.org.uk/  
Documents/Leadership-and-  
management/Resilience/Building  
-your-own-health-resilience-and-  
wellbeing-WEB.pdf](https://www.skillsforcare.org.uk/Documents/Leadership-and-management/Resilience/Building-your-own-health-resilience-and-wellbeing-WEB.pdf)



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**To what extent are you...**

**In touch with your thoughts and feelings?**

**Able to live with an unresolved problem?**

**Positive and optimistic about life?**

**Able to think accurately about things?**

**Sensitive to how people around you are feeling?**

**Confident of solving problems?**

**Willing to embrace the new, in order to grow?**



Resilience questionnaire from Skills for Care booklet

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## **Weak Self-efficacy (confidence)**

**Believe difficult tasks and situations are beyond their capabilities**

**Focus on personal failings**

**Lose confidence in own abilities**



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## **Strong Self-efficacy (confidence)**

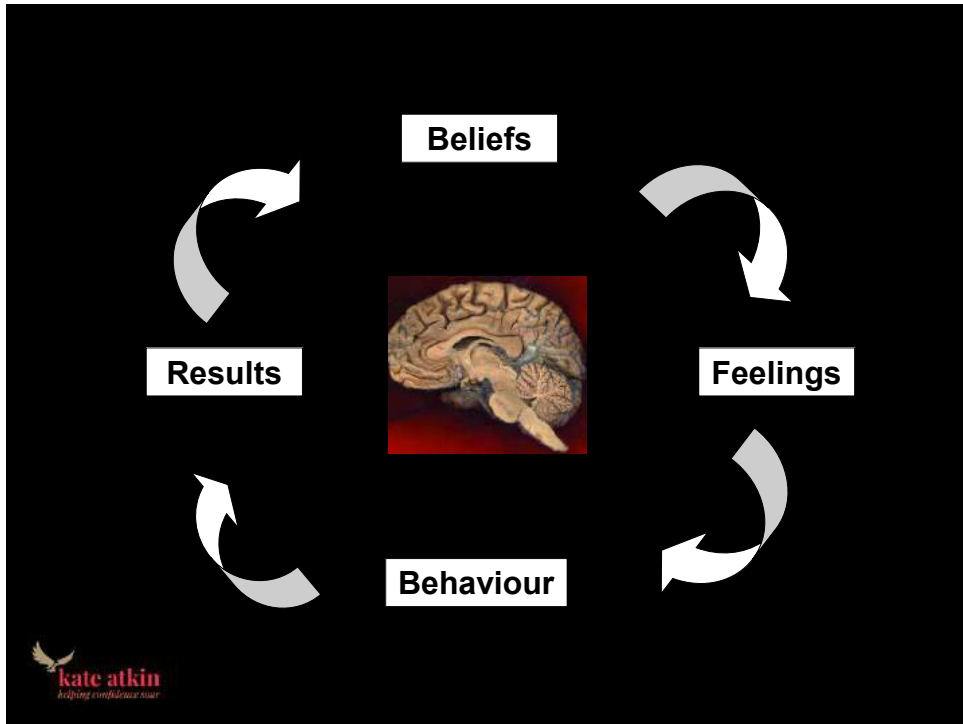
**Problems are tasks to master**

**Form a strong sense of commitment to activities**

**Recover quickly from setbacks and disappointments**



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**Emotional regulation can  
help boost your resilience**

**How many emotions  
can you think of?**



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**How many did you get?**

**more positive than negative?**

**or**

**more negative than positive?**



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**Happiness is just one of many positive emotions, here are some others**

**Inspiration**

**Interest**

**Hope**

**Joy**

**Pride**

**Amusement**

**Love**

**Gratitude**

**Awe**

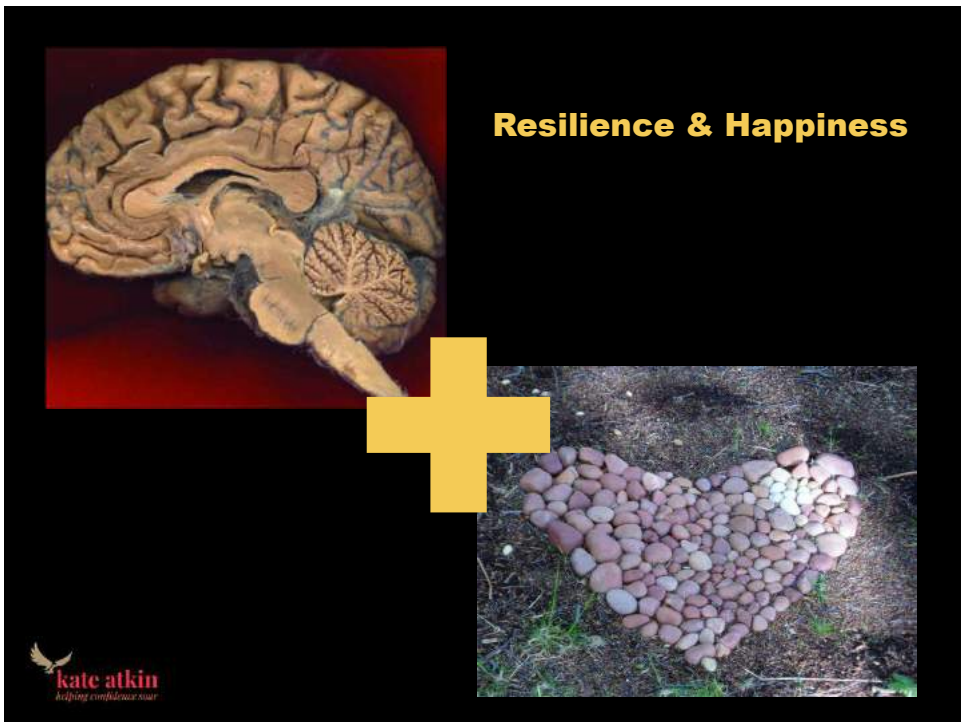
**Serenity**



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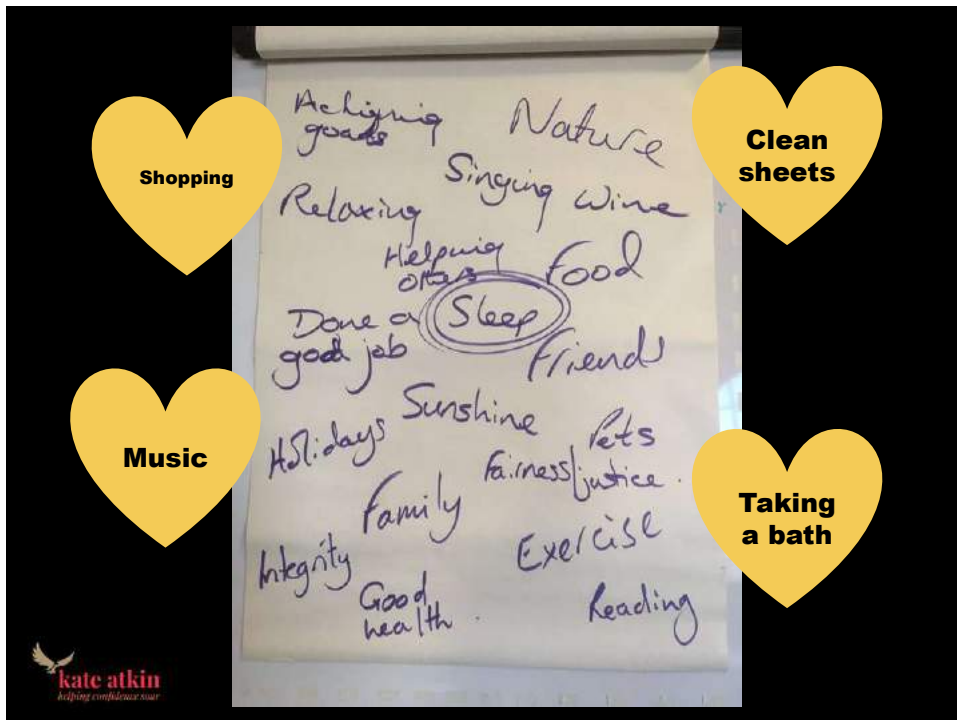


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# What makes you happy?



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**Connect**  
**Be Active**  
**Be Curious**  
**Keep Learning**  
**Give**



NEF's Five Ways to Wellbeing

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**Connect**



WHEN "I" IS REPLACED BY "WE"  
ILLNESS BECOMES  
**WELLNESS**



[www.actionforhappiness.org](http://www.actionforhappiness.org)

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# Be Active



35

# Be Curious



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# Keep Learning



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# Give objects | praise | time



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**Connect**  
**Be Active**  
**Be Curious**  
**Keep Learning**  
**Give**



NEF's Five Ways to Wellbeing

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**A delicate  
balance**



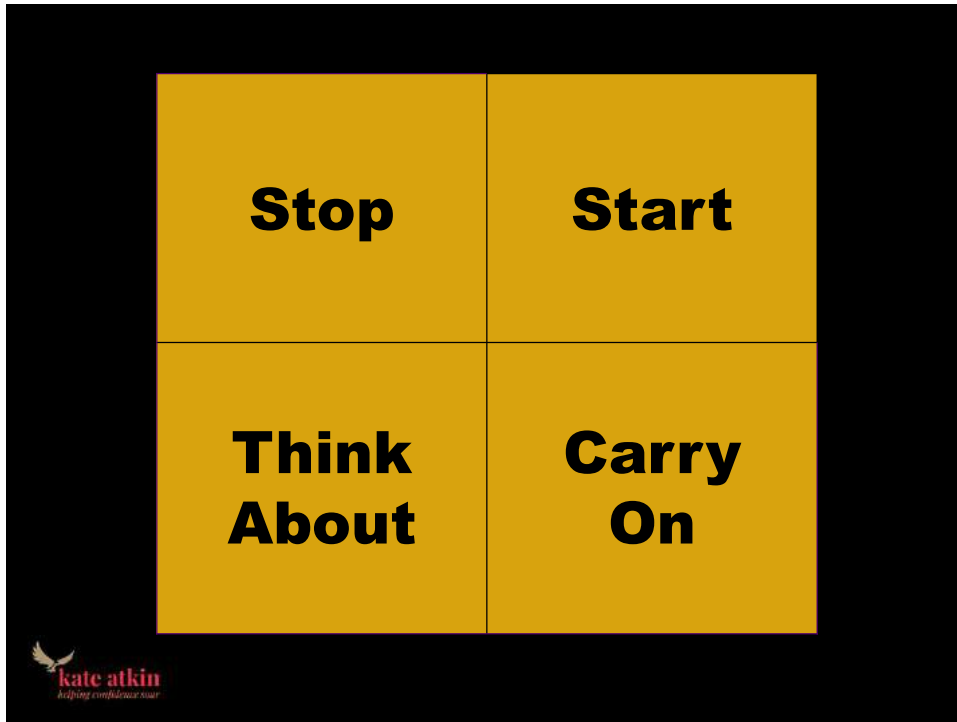
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