RESILIENCE OVER BURNOUT:
Self-Care Practices for Stress Management and Career Longevity

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BREATHE

Let’s get grounded
What we’ll cover today...

PART I:
Exploring Burnout and Stress
(Risk factors, symptoms, consideration for recreation therapists)

PART II:
Essential Self-Care Practices for Resilience
(What self-care is, considerations, research-based practices)
Learning Outcomes

Identify and understand the risk factors, symptoms, and consequences of occupational burnout.

Expand your self-care knowledge and tools you need for burnout prevention and stress management.

Practice research-based self-care techniques that support personal and professional resiliency.

Ten Self-Care Anchors
My Self-Care Anchors

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My Self-Care Anchors

1. Grounding

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Burnout and Stress
Freudenberger (1974) defined professional burnout as the physical, emotional, and mental exhaustion caused by the job demands of human service workers who help people with psychological, social, and physical needs.
What is burnout?


**Burnout is a syndrome characterized by:**
1. Feelings of exhaustion or depleted energy
2. Feelings of negativity or cynicism about one's job
3. Reduced professional efficacy
How Burnout is Measured

The Maslach Burnout Inventory (MBI) measures burnout on three subscales:

1. Emotional exhaustion
2. Depersonalization
3. Reduced personal accomplishment
BURNOUT: Risk Factors

Work overload
Client prognosis
Unrealistic expectations
Lack of support
Trauma
Difficulty saying no

Incongruence between you and your job
Bureaucratic or organizational constraints
Maladaptive coping styles for stress
Repressing emotions
Tendency to overwork yourself
Use of empathy

Most helping professionals are at risk.
However, risk isn’t always a bad thing

(Baker, 2003; Newell & MacNeil 2010; Maslach & Leiter, 1997; Barnett et al., 2007, Schaufeli, Maslach, & Marek, 2017)
BURNOUT: Symptoms

- Emotional exhaustion
- Negative attitude towards work
- Negative evaluation of your work
- Feeling hopeless or helpless
- Irritability or frustration
- Depleted physical and mental energy
- Change in attitude towards clients
- Difficulty sleeping
- Intrusive thoughts
- Decreased social interests

(Baker, 2003; Newell & MacNeil, 2010; Schaufeli, Maslach, & Marek, 2017)
# BURNOUT: Consequences

<table>
<thead>
<tr>
<th>Professional:</th>
<th>Physical &amp; Behavioral:</th>
<th>Emotional:</th>
</tr>
</thead>
<tbody>
<tr>
<td>job loss / career drift</td>
<td>fatigue</td>
<td>anxiety</td>
</tr>
<tr>
<td>professional impairment</td>
<td>hypertension</td>
<td>hopelessness</td>
</tr>
<tr>
<td>poor client care</td>
<td>decreased immunity</td>
<td>depression</td>
</tr>
<tr>
<td>boundary violations</td>
<td>substance abuse</td>
<td>chronic stress</td>
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Considerations for Recreation Therapists

Other variables that may influence burnout:

- Being a professional minority
- Professional isolation
- Advocacy
- Role ambiguity
- Clinification
Burnout vs. Stress

Stress is generally short term and situational

Burnout is more cumulative and develops over time
STRESS

Stress is generally short term and situational

Good Stress / Bad Stress

We are not trying to avoid all stress

Chronic stress can lead to physical and mental health issues
BURNOUT & STRESS
BURNOUT & STRESS ARE MESSENGERS
My Self-Care Anchors

1. Grounding

2. Burnout and stress can be messengers

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What to do about burnout?

1. Talk about it - Don’t go through it alone
2. Approach your experiences with compassion
3. Continue to educate yourself
4. Self-care
5. Listen to what it might be communicating to you
BREATHE
My Self-Care Anchors

1. Grounding

2. Burnout and stress can be messengers

3. Six breaths

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“Self-care is not an indulgence. It is an essential component of prevention of distress, burnout, and impairment.

It should not be considered as something ‘extra’ or ‘nice to do if you have the time’ but as an essential part of our professional identities.”

(Barnett, Johnson, & Hillard, 2006, p. 263)
SELF-CARE

caring for yourself in your personal and professional roles with compassionate action and mentality
Considerations for self-care:

1. You do not need to earn self-care
2. Self-care is a choice to do what's best for you
3. Self-care is more than just leisure and luxury
4. Self-care and hard work can co-exist
5. Self-care does not have to take a lot of time
6. Self-care is not just about you
7. Self-care is a skill you can develop
8. Aim for progress
My Self-Care Anchors

1. Grounding

2. Burnout and stress can be messengers

3. Six breaths

4. Which one of these considerations is most important to you right now?

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5 Essential Self-Care Practices For Resiliency
I. Self-Reflection

- Communicating and dialoging with yourself
- Knowing your strengths and weaknesses
- Having short-term and long-term goals
- Knowing your limits and boundaries
- Gauging your need for support
- Building self-awareness to recognize burnout and stress
- Journaling, creativity, movement, reading, therapy
My Self-Care Anchors

1. Grounding

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4. Which one of these considerations is most important to you right now?

5. Identify one way to practice self-reflection

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2. Sleep

- Getting enough sleep
- Getting quality sleep
- Sleep hygiene
  - Unplugging 30 min before bed
  - Winding down at the end of the day
  - Not checking your phone immediately upon awaking
  - Calming your mind
  - Diet and exercise
My Self-Care Anchors

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4. Which one of these considerations is most important to you right now?

5. Identify one way to practice self-reflection

6. Identify one way you can improve your sleep hygiene

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3. Setting and maintaining boundaries

Boundaries are the relational lines that determine what’s okay and what’s not okay in our interactions and relationships with ourselves and others.

(Brown, 2015)
3. Setting and maintaining boundaries

**Boundaries with yourself:**
Permission to be imperfect
Room to make mistakes
Maintaining a manageable workload
Saying no
Permission to be human
How you treat your body and mind
3. Setting and maintaining boundaries

**Boundaries with others:**
- Physical boundaries
- Time boundaries
- Scope of practice
- Energetic boundaries
- Emotional boundaries
- Privacy boundaries
My Self-Care Anchors

1. Grounding

2. Burnout and stress can be messengers

3. Six breaths
4. Which one of these considerations is most important to you right now?

5. Identify one way to practice self-reflection
6. Identify one way you can improve your sleep hygiene

7. Identify one boundary to improve upon

8.

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10.
4. Self-Compassion

- Self-Kindness
- Common Humanity
- Mindfulness
My Self-Care Anchors

1. Grounding

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4. *Which one of these considerations is most important to you right now?*

5. Identify one way to practice self-reflection

6. Identify one way you can improve your sleep hygiene

7. Identify one boundary to improve upon

8. *What is one way you can be more compassionate with yourself?*

9.

10.
5. Compassion

- A way to counteract the fatigue caused by empathy
- Empathy is connecting with what someone is feeling
- Compassion is a sense of warmth and caring

**Lovingkindness Meditation**
May I be safe, May I be well, May I feel peace, May I be kind to myself
May you be safe, May you be well, May you feel peace, May you be kind to yourself
May we be safe, May we be well, May we feel peace, May we be kind to ourselves

(Klimecki, Ricard, & Singer, 2012, Singer et al., 2004)
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4. Which one of these considerations is most important to you right now?

5. Identify one way to practice self-reflection

6. Identify one way you can improve your sleep hygiene

7. Identify one boundary to improve upon

8. What is one way you can be more compassionate with yourself?

9. Lovingkindness

10.
YOUR TRUE PURPOSE OF SELF-CARE

Keep the bigger picture in mind
Why is self-care important for you?
Find a reason beyond burnout prevention

Examples:
To experience happiness and joy
To be more present with my loved ones
To enjoy whatever time I have here in this life
To have more energy to experience life
To contribute my gifts in meaningful ways

My true purpose for self-care is …
My Self-Care Anchors

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7. Identify one boundary to improve upon

8. What is one way you can be more compassionate with yourself?

9. Lovingkindness

10. Your true purpose for self-care
Burnout and stress are messengers.
Self-care is a skill.
RESILIENCE

- The ability to bounce back
- Picking yourself up instead of beating yourself up
- Being able to recognize burnout and stress and move through it in a meaningful way
- Adapting to change
- Responding to stress with self-care
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7. Identify one boundary to improve upon
8. What is one way you can be more compassionate with yourself?
9. Lovingkindness
10. Your true purpose for self-care
THANK YOU

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(guided meditations available here)