

RESILIENCE OVER BURNOUT:

Self-Care Practices for Stress Management
and Career Longevity

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CPRS Conference & Expo | Recreation Therapy Institute



BREATHE

Let's get grounded



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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

- 1.
- 2.
- 3.
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My Self-Care Anchors

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Burnout and Stress

What is burnout?

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?

The World Health Organization (2019) included burnout in the International Classification for Diseases (ICD-11)

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



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How Burnout is Measured

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

1. Emotional exhaustion
2. Depersonalization
3. Reduced personal accomplishment



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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

Professional:

job loss / career drift
professional impairment
poor client care
boundary violations

Physical & Behavioral:

fatigue
hypertension
decreased immunity
substance abuse

Emotional:

anxiety
hopelessness
depression
chronic stress



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(Clementes-Cortes, 2013; Newell & MacNeil, 2010; Stebnicki, 2007, Schaufeli, Maslach, & Marek, 2017)

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

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My Self-Care Anchors

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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)

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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

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

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5 Essential Self-Care Practices For Resiliency



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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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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

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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

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4. Self-Compassion

- Self-Kindness
- Common Humanity
- Mindfulness

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8. What is one way you can be more compassionate with yourself?
- 9.
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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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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.



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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 ...

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9. Lovingkindness
10. *Your true purpose for self-care*



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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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THANK YOU

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(guided meditations available here)



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