

Conversations on Burnout

Webinar 1: Being Human

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Who are we?



**Hazel
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**Laura
Coleman**

Meditation and Mindfulness
Coach
Founder, Be Modern
Meditation

**“Burnout
happens
very slowly
and then
very quickly”**





Conversations on Burnout: Being Human

- How our 'humanness' helps us to understand why we experience burnout.
- A framework to understand what burnout is and what it looks and feels like.
- Starting to explore what we can learn from burnout recovery and how this can help us to prevent burnout in ourselves and others.

How we experience life



MIND



BODY



CONTEXT

The context of the NHS

- NHS Survey 2021
 - 34.3% always felt burnt out due to work
 - 56.8% felt unable to meet conflicting demands of role
 - 72.8% said there were not enough staff to do their job properly
 - 38% find their work emotionally exhausting
- House of Commons Health and Social Care Committee report, 2021:
 - Chronic excessive workload
 - Staff shortages most important factor in chronic excessive workload



'Survival mode'



Hand Brain Model

Survival mode

Amygdala hijack

Less access to prefrontal cortex

Adrenaline and cortisol

Less connection and collaboration

Emotional management/avoidance



**Feeling burnt out is
understandable but
not inevitable**



What is Burnout?

Burnout emerges when the demands of a job outstrip a person's ability to cope with the stress



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What is Burnout?

ENGAGEMENT

"A productive and fulfilling state within an occupational domain"



BURNOUT

"A syndrome resulting from chronic unrelieved workplace stress"



The Burnout Scale

RESOURCES

- Rewards
- Recognition
- Relaxation

JOB DEMANDS

- Deadlines
- Working hours
- Other Stressors



ENGAGEMENT



BURNOUT



Honeymoon Phase

"I love my job"



Fuel Shortage

"I'm tired, cranky and dropping balls"



Chronic Symptoms

"My health is struggling"



Crisis

"I need help"



Hitting the wall

"I cant cope anymore"

5 stages of Burnout



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What does Burnout look like?



What's the opposite of Burnout?



How can I move on the scale?

BURNOUT

ENGAGEMENT



Emotional Exhaustion

Notice: How well am I looking after myself?

Focus on: Sleep, diet, nutrition, relaxation...



High Energy



Feeling Cynical + Detached

Notice: How connected do I feel?

Focus on: Community and values...



Strong Involvement



Feel ineffective & not achieving goals

Notice: Do I feel hopeful and productive?

Focus on: Reward, recognition and positive self regard...



Feel Effective and Capable



Let's Notice...

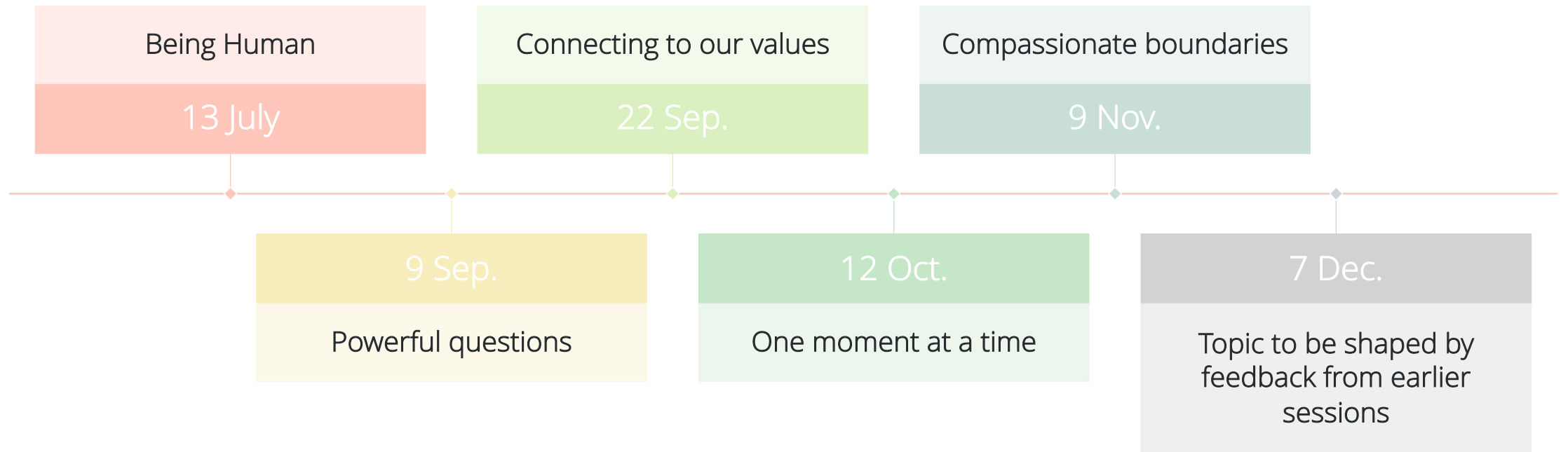




**“You can’t ‘out-busy’
your emotions Hazel”**



What's next?

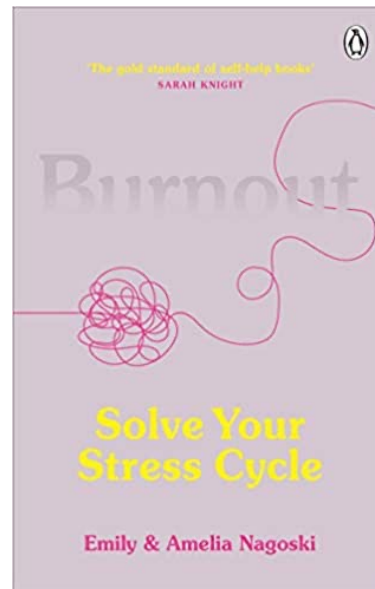
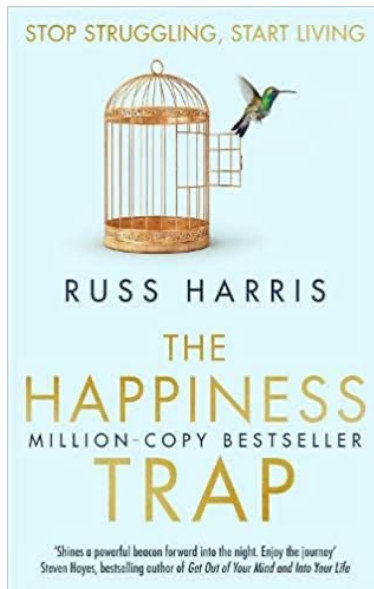


Resources

- 4 ways To Find Calm in Your Day that DON'T Involve Sitting on a Cushion:

Downloadable guide with 5-minute short practice

<https://www.bemodernmeditation.com/download>



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