

Workbook

Burnout: A TEAM Approach



Sean Achor:

Resilience is how you _____, not how you _____.

Midwife's wisdom:

Successful pushing has a _____; first you _____, then you _____...

Mindset: How are you motivating yourself?

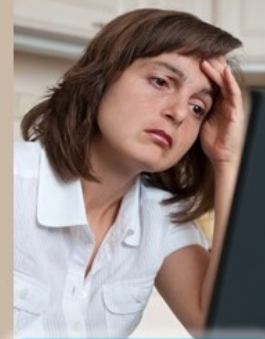
- Permission to slow down or take a break?
- Expect more from yourself than anyone else?
- Guilty or embarrassed about burnout?
- Would your answers be different if your injury (burnout) was the result of a more conventional injury, like a broken bone?



Emotional
Exhaustion



Depersonalization
(Disconnection)



Low Sense of
Accomplishment

The Three Dimensions of Burnout



Burnout is a Masked Bandit

What does burnout masquerade as?

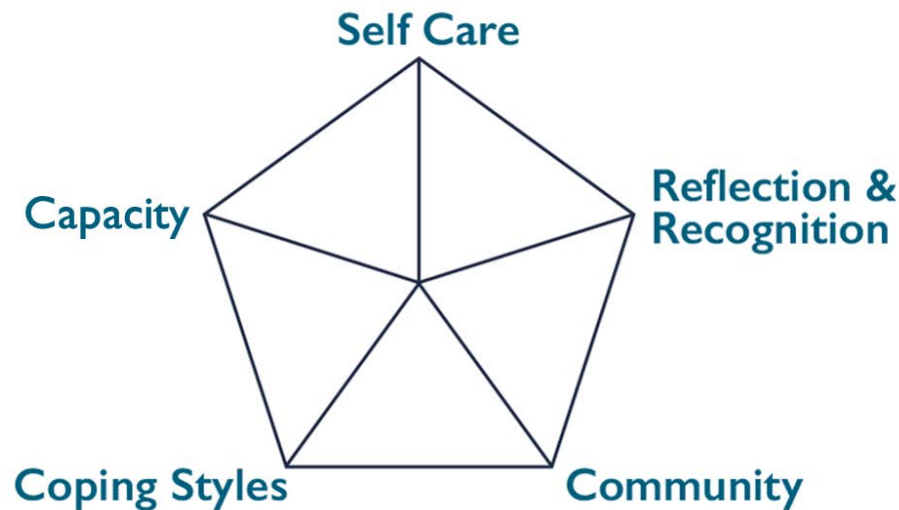
What does burnout steal from you?

Identify Your Warning Signs

- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early

(Source: Harvard HelpGuide: Burnout)

Map My Personal Burnout Shield



- Self-Care:** How high a priority do I set on my own health and wellbeing?
- Reflection & Recognition:** How frequently do I reflect on my accomplishments and what is meaningful to me?
- Capacity:** Given my situation and my internal characteristics (which are, for the most part, things that are out of my control), what is my vulnerability to burnout?
- Community:** Do the people around me, and my relationships to them, help protect me, or make me more vulnerable to burnout?
- Coping:** Am I creating distractions or diversions, instead of bringing my best resources to the problem?

In each of the 5 Key Areas, score self as:

- Vulnerable (low)
- Adequate
- Well-protected

KISSY

K _____

I _____

S _____

S _____

Y _____

Do you feel pressures to always think of others first?

What are the benefits to others of your having good boundaries?

Self-Care

Sleep

Reflection: Miracle Minute

Breathe

Grateful

Recognize

Intention

Ask

Recognition: "Small victories"

- Use personal, creative ideas to assist students with their own individual needs
- Brief, ongoing communications with special-needs students to facilitate learning motivation
- Customize my training to meet the various needs of my audience
- Thinking & doing "outside the box"
- Creating joy/laughter; Being happy and seeing it become contagious
- Finding & modeling passion
- Playing games
- When a student learns to read or write their first words

- Supporting someone in a difficult situation
- Creating a safe environment for kids who do not have one at home
- Feeding hungry children
- Providing basics: LOVE. Little trinkets!
- Teaching basic skills – such as an orderly way to walk down the hall
- Trying something new
- "Ah-ha" moment, "I get it!"
- Teaching social skills
- Being involved, have the opportunity to have that with staff & students
- Teaching & seeing the results of teaching good manners
- Hiring the right people for our kids (from a principal)
- Empathy – back and forth between students and staff
- Teamwork
- Me time: workouts, windows, coffee
- Meeting a deadline
- Nature!

My Small Daily Victories:

Coping Styles

Venting splatters burnout because: _____.

Flip the Script

Passive to active. (Can't → can)

Negative feeling to positive feeling. (Hate → appreciate)

Past to future. (If I did... If I could...)

Future to past. (When have I already...?)

Liability to asset. (What's good about this?)

Dashboard / Track Your Progress

