

- Burnout -
The Silent Attack on the EHS Professional



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Wellness is not a state of
being it is a state of action



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Emotions are tunnels. If you go all the way
through the them, you get the light at the end.



Exhaustion happens when we get stuck in an
emotional (tunnel).

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Emotional Exhaustion

- Emotional Exhaustion
 - Fatigue from caring too much
- Depersonalization Exhaustion
 - Depletion of empathy, caring, and compassion
- Decrease Sense of Accomplishment
 - An unconquerable sense of futility (nothing makes a difference)

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You may be able to control the bleeding (stressors) but eventually you will need to determine where the bleeding (stress) is coming from and fix it.

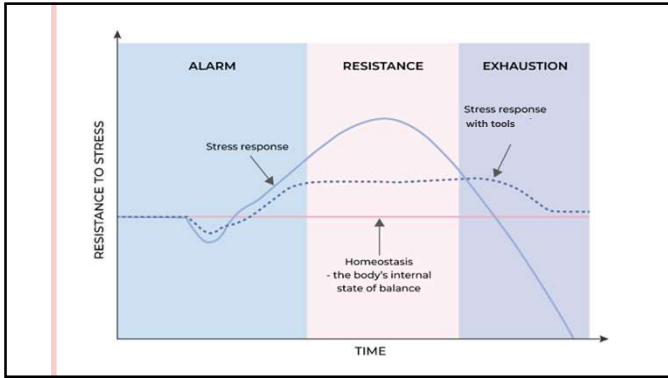
-Burnout-

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Stress

- Stressors are the things (tangible or not tangible) that activate your body's stress response
 - Aka Triggers
- Stress is the neurological and physiological response that happens from the stressors
- Chronically activated stress response (negative affect on mind and body)

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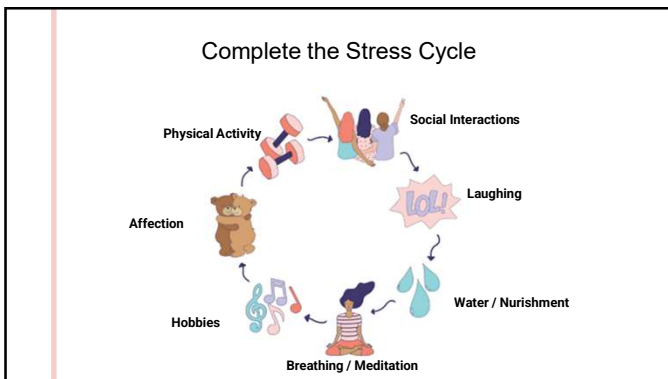


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Stress Response

1. Chronic Stressor - Running
2. Social Appropriateness - adjusting to social norms and ques
3. It's Safer - postpone the completion of the cycle
4. Freeze - Not fleeing

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You experience stress every day thus why would you not make time to complete your stress cycle every day?



Completing your stress cycle should be "scheduled" just like other daily items.

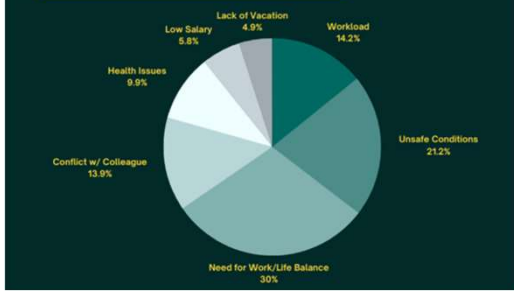
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"To be well is not to live in a state of perpetual safety and calm, but instead to move freely from a state of adversity, risk, adventure, or excitement, back to safe and calm and out again."

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What is the leading contributing factor causing worker stress in your organization?



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Uncontrollables vs Controlables

Managers

- 1. Unmanageable workload
- 2. Career stagnation
- 3. Constant interruptions
- 4. Toxic culture
- 5. Dated technology

Workers

- 1. Constant interruptions
- 2. Career stagnation
- 3. Unmanageable workload
- 4. Toxic culture
- 5. Dated technology

EHS professionals have an even longer list of triggers.

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Uncontrollables vs Controlables

- Getting caught-up in the non-controllables
- Too much emphasis on the wrong thing... good intention but misdirected
- How do we realign our priorities
- One you can influence and one you can control
- Letting go and what does it mean?
- Your stress may not be caused by your stressor

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Burnout Toolbox

- Personal Monitor
- Meaning
- Just do one thing
- Connection / trust
- Rest (traditional and non-traditional)
- Planful problem solving
- Productivity / Tangible tools (organization)



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Personal monitor

Brain "monitor" that decides to keep trying or to give up...

- What your goal is
- How much effort is invested in that goal
- How much progress is being made



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Struggling between frustrated rage and helpless despair?



Take back the control...

Choose the time to give up or not to give up!

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Meaning - Meaningful

- Main element in promoting happiness and coping!
- Understanding the **meaning** of the struggle, the stress, the issue (etc.)
 - Typically we can "tolerate" the discomfort and suffering if we know why
- **Meaningful** - Moments of awe, self-loss, and wonder are very powerful builders of meaning. These are experiences when we feel connected to something much bigger.

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Meaning

- **Meaning 1** - Promotes happiness in "healthy" people
- **Meaning 2** - Coping strategy for people who are recovering from illness and/or trauma

Similarities:

1. Meaning isn't always "fun "
2. Offers positive final value
3. Meaning is not constant
4. Meaning is good for you

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Meaning

• Strategies for finding your meaning:

1. Write your own obituary from someone else's point of view
2. Have someone close to you describe the "real you"
3. Write a "person" a letter as if they are going through something difficult (what would you say)
4. Think about a time of awakening or enlightenment. What were the details of that moment?



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Just do one thing

- The more are experience being helpless the more we learn helplessness
- Unlearning helplessness by doing just one thing

When you feel trapped, free yourself from anything, and it will teach your body that you are not helpless.

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Connect and Trust

- Understand who you are as a person
 - Introvert
 - Extrovert
- Connect with people to help yourself (and in-turn others)
- Boundary Setting

The belief that the people around us will reciprocate in proportion to what we give them is call "trust".

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Rest

- Rest and sleep are wildly different concepts
- How are you?
 - Think about your response and what it says about your mental state in life.
- What does it mean to "just be" ?
 - What can that look like in your life?
- What are we doing outside of work to rest and recover?
- Is there an imbalance to your work life and personal life?
- What does your physical sleep habits say about you?

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"Mental rest is not idleness, it is time necessary for your brain to process the world"



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Planful Problem Solving

- Stressors you can control
 - Slows you down and allows you to think logically about the stressor and stress
1. Define problem and set realistic goals
 2. Determine alternative solutions to the problem
 3. Decide the best ideas
 4. Execute the solution and evaluate effectiveness

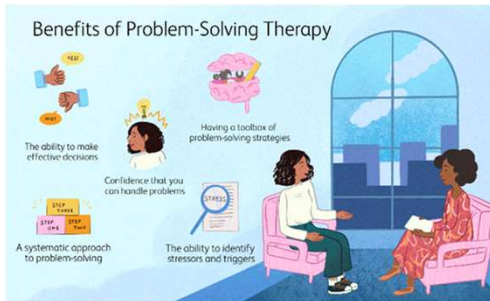
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Planful Problem Solving

- Ability to identify stress triggers and the negative outcomes
- Increase confidence
- Systematic approach that can be applied to most problems
- Allows for more creative problem solving (other solutions)
- Skills to manage emotions as they arise (vs. waiting)
- Reduction in avoidance tendencies
- Increased satisfaction in accepting the uncontrollables
- Avoids the instinct for quick fixes

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Benefits of Problem-Solving Therapy



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Productivity

- Working on communication of commitments
 - Do not overcommit
 - Communicate the timeline
 - Can we get creative with how we are committing to a request
- Put things in writing (expectations and what is being committed to)
 - You are a "contract employee"
 - Be clear and reiterate verbal communications and email communications to provide more details and agree on commitment
 - Small and large projects
 - Advocating for yourself like the business advocates for itself

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Productivity

- What is the correlation between length of to-do list and productivity?
- 1-3-5 to do list method
 - 1 - Big task that requires the most effort
 - 3 - Medium tasks that aren't overly demanding
 - 5 - Small tasks that are "quick and easy"

*At the end of your day or end of a block take a moment to evaluate the next 1-3-5 list and a plan to execute

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"I rarely end up where I was intending to go, but often I end up somewhere that I needed to be."



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“When you’re young, you don’t have any experience—you’re charged up, but you’re out of control. And if you’re old and you’re not charged up, then all you have is memories. But if you’re charged and stimulated by what’s going on around you, and you also have experience, you know what to appreciate and what to pass by.”

- Neil Young -

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Citations

Recommended reading

Sources and Recommended reading

- Burnout Book
- Setting Boundaries and finding freedom
- Rest
- EHS Daily advisor
- The Nessie
- Medium.com
- Verywellmind.com
- desktime.com

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