



**HEALTHY@HARRIS**  
Caring for ourselves so we can care for others

# Beating Burnout

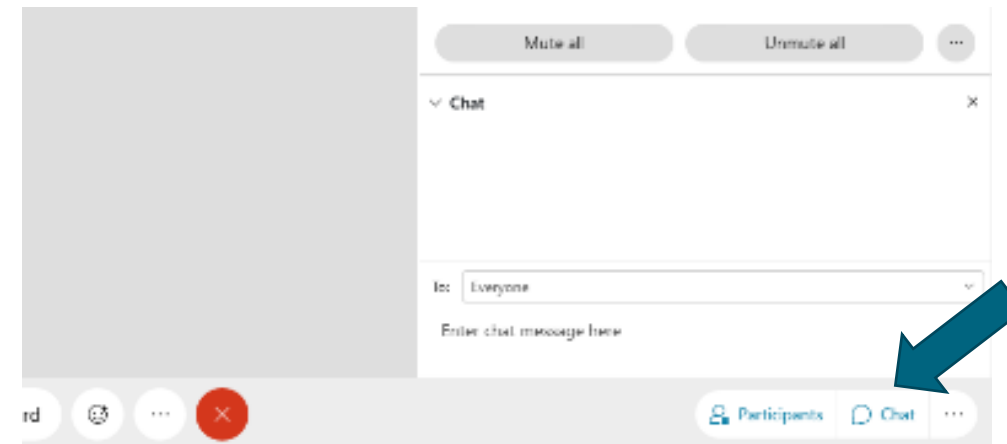
## Wellness Workshop

Taught by the Harris Health Employee  
Wellness Team

**HARRISHEALTH SYSTEM**

# Engaging and Earning Points

- **Chat Box**
  - Type questions, thoughts, examples, in the chat box. The more interaction the better.
- **Points**
  - You can only receive credit for one Wellness Workshop per day.
  - Confirm your employee ID is entered correctly when registering for Employee Wellness activities.
  - Please allow up to 4 weeks for 50 points to be reflected in MyCigna.
- **Calling in**
  - If you called in, make sure your phone number is connected to your registration ID in the participant list.
  - If not, Webex will not count you as attended. Please rejoin the Webex.



# Healthy@Harris Employee Wellness Team



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# Learning Objectives

- What is Burnout?
- Causes of Burnout
- Consequences of Burnout
- Difference between Stress vs. Burnout
- Burnout Self-Test; Are you at risk?
- Activity
- Overcoming Burnout

# What is Burnout?

A syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.

## About a Nurse



*“Frank just up and exploded.  
I hope I never get that burned  
out.”*

# Causes of Burnout

- Lack of control
- Unclear job Expectations
- Dysfunctional workplace dynamics
- Extremes of Activity
- Lack of Social Support
- Work-Life Imbalance

# Consequences of Burnout

- Feelings of exhaustion, low energy and depression
- Increased negativity or cynicism
- Isolation
- Physical pains and ailments
- Insomnia
- Increased incidence of Heart Disease, High Blood Pressure, Type 2 Diabetes
- Difficulty concentrating on tasks

# Stress vs. Burnout

## Stress

1. Short-lived
2. Tied to a specific goal
3. Manageable
4. Can be both good and bad.
5. If left untreated, can lead to burnout.

## Burnout

1. Long Term
2. Caused by many things
3. Difficult to manage
4. If left untreated, can lead to chronic conditions such as depression, heart disease and diabetes.



# Burnout Self-Test

Questions	Not At All (1)	Rarely (2)	Sometimes (3)	Often (4)	Very Often (5)
I feel run down and drained of physical or emotional energy.					
I have negative thoughts about my job.					
I am harder and less sympathetic with people than perhaps they deserve.					
I am easily irritated by small problems, or by my co-workers.					
I feel misunderstood or unappreciated by my co-workers.					
I feel that I have no one to talk to.					
I feel that I am achieving less than I should.					
I feel under an unpleasant level of pressure to succeed.					
I feel that I am not getting what I want out of my job.					
I feel that I am in the wrong organization or profession.					
I am frustrated with parts of my job.					
I feel that organizational politics or bureaucracy frustrate my ability to do a good job.					
I feel that there is more work to do than I practically have the ability to do.					

# Burnout Self-Test cont'd.

Questions (cont'd.)	Not At All (1)	Rarely (2)	Sometimes (3)	Often (4)	Very Often (5)
I feel that I do not have time to do many of the things that are important to doing a good quality job.					
I find that I do not have time to plan as much as I want to.					
<b>Total</b>					

Score interpretations (no matter your score, pay attention to areas you ranked a 5).

**15-18:** No sign of burnout.

**19-32:** Little sign of burnout.

**33-49:** At risk of burnout.

**50- 75:** Very severe risk of burnout.

Adapted from MindTools: Essential skills for an excellent career: Burnout Self-Test -

[https://www.mindtools.com/pages/article/newTCS\\_08.htm](https://www.mindtools.com/pages/article/newTCS_08.htm)

# Follow Up Questions

1. What does your score say about your risk of burning out?
2. Why do you believe that you are experiencing burnout?
3. Based on your assessment, what is one action you are going to take to reduce your risk of burnout? How can you bring that score down to a 1 or 2?

# Overcoming Burnout

- **Ask for help!**
- Evaluate your options
- Try a relaxing activity
- Get some exercise
- Get some sleep
- Practice wellness
- Be mindful

# Resources

## Preventing Burnout

- [National Suicide Prevention](#)
  - 1-800-273-8255
- [Positivepsychology.com](#)
- [TedTalks](#)
- [YouTube](#)

## Stress Management, Depression and Counseling Services

- Employee Assistance Program
  - Online: [www.feieap.com](http://www.feieap.com),
  - 800-638-3327
  - Username: hhs
- Well Powered Living
- Cigna Behavioral Health
  - Visit **myCigna.com** or call the toll-free number on your Cigna ID card.
  - Call Cigna Behavioral at **800.274.7603**.
  - Go to **Cignabehavioral.com** for extra resources.
    - MDLIVE and Amwell
- Coaching
  - Telephonic coaching: 855-246-1873
  - Onsite health coaching: Contact Latecia Murphy
    - Office: 713-873-6407
    - [Latecia.Murphy@harrishealth.org](mailto:Latecia.Murphy@harrishealth.org)

Contact Us!

# HEALTHY@HARRIS

Caring for ourselves so we can care for others

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#1 in Texas



#6 in America

