

## Have a Burnout Prevention Plan



You can experience burnout even if you love your job. Your initial enthusiasm, energy, and accomplishments can obscure your awareness of being overworked, resource limitations, lack of control of your schedule, and the negative consequences of neglecting work-life balance. Eventually, enthusiasm and interest wane, excitement diminishes, and job strain begins with associated physical, mental, and emotional effects. Without intervention, you risk a spiraling of increased symptoms of exhaustion, cynicism, and

diminished effectiveness. Design strategies for renewal and work-life balance and consider a plan to spot symptoms early so you can intervene in order to halt “burnout creep.”

## Keep Safety in Your Summer

As the impact of the pandemic diminishes and you head outdoors to have fun in the sun, “keep safety in your summer.” A review of safety and wellness websites points to the most common activities associated with injuries or death: boating and water sports, mowing lawns, unsafe use of playgrounds, bicycling, using trampolines, swimming and pool incidents, activities that include risk of slips and falls, spoiled food illnesses from outdoor eating events, and car accidents. The day of the year with the most car accidents is July 4th.

## Affected by ‘Headline Stress Disorder’?

Are you affected by “headline stress disorder?” It’s not a real mental health diagnosis, but it has been discussed at the National Institutes of Health. News travels faster than ever. There is more competition for your attention and your loyalty, but it can be at a price if the news you consume keeps you agitated, angry, depressed, and worried. Combine this reality with our ability to share news with others in seconds, and you have a recipe for experiencing palpitations, insomnia, anxiety, depression, endocrine disorders, and hypertension. If this sounds too familiar, monitor your news consumption. Keep a record of what you read, watch, and listen to for a few days. Experiment with cutting back, and if you don’t make progress in reducing exposure and reduced symptoms, speak with your EAP or a professional counselor.

## The Pandemic and Prolonged Grief

Following the death of a loved one, stages of grief are experienced as you mourn a loss. But what if the pandemic kept you from visiting with your loved one prior to his or her death? What if circumstances did not allow you to be with family and friends in order to offer mutual support? And the meaningful funeral you envisioned—it didn’t happen. Circumstances like these may increase the risk of prolonged grief disorder (PGD). PGD normally affects about 10–20 percent of persons who experience loss. With PDG, the loss you feel seriously interrupts your daily functioning. It lasts for months, and feels extreme and persistent. If you are affected by PGD, learn more about it and consider how your EAP or another community resource can help you move forward with the peace of mind you deserve. Learn more at [www.apa.org](http://www.apa.org) (search “pro-a0036836”).

## Leadership Skills Can Be Learned

Don’t dash your dreams for a leadership position because you think you don’t have the skills. They can be learned. A goal of being a leader is a force that can bring more excitement and energy to your job. Some leadership skills are easy to learn and only require a mental shift to practice. For example, do you know that leaders are also good followers? That doesn’t mean sitting back and being told what to do. It means feeling comfortable with someone else having control, being okay with others questioning your ideas, having an open mind, trusting others, spotting opportunities to step in and help, and being a good observer of the larger picture. Explore more about leadership skill development. You may discover the hardest step is just deciding to do it!

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