## Addressing Burnout at Work, Home, and in Life

Live Webinars Supporting 5-Actions Programs<sup>™</sup>

12/17/22

#### John Fitzgerald, PhD, LPC, CAS

Adjunct Faculty, Systems Science, PSU Digital Therapeutics Group, LLC

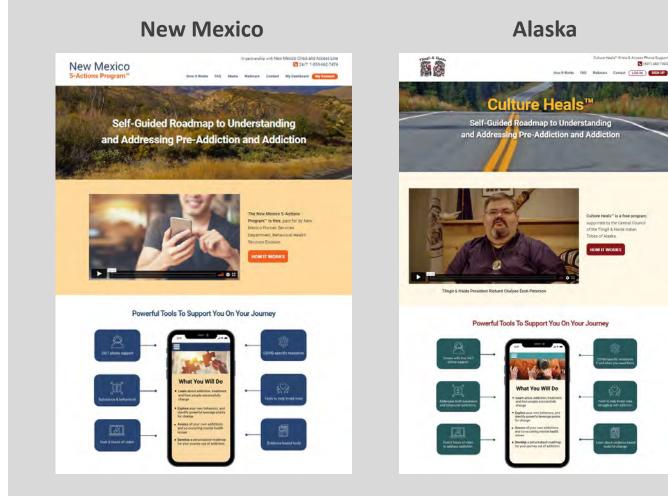


## Agenda:

- Discuss the drivers behind burnout at work, home, and in life
- Review the four paths in response to adversity
- Take a deeper dive into addressing burnout and diagnosable emotional issues

## **5-Actions Programs**<sup>™</sup>

- Self-guided roadmap to understanding and addressing addiction (substance and behavioral)
- Launched November 2020 in New Mexico, 2022 in Alaska
- Mobile-friendly online platform, free for all who sign up to use the program
- Over 125+ videos, screening tools, and links to resources
- **24/7 phone support** from trained clinicians



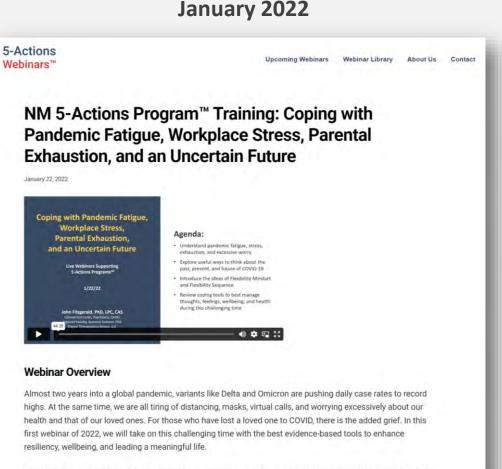
#### www.nm5actions.com

www.cultureheals.com

## **5-Actions Program™ Webinars**

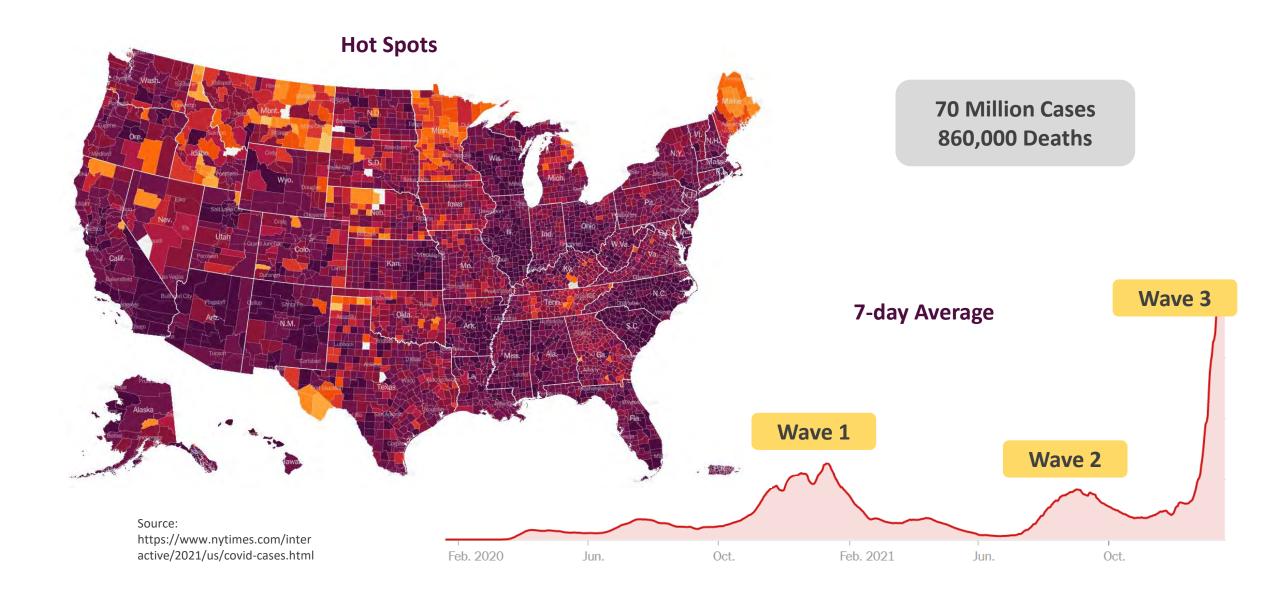
- Monthly webinars to address timely topics that are linked to the 5-Actions Program
- **One-hour format** in which we do our best to optimize your time
- **Guest experts** from the community with lived experience and working as professionals
- **Community discussion** where you can ask questions and connect with speakers

#### https://**5actionswebinars**.com/

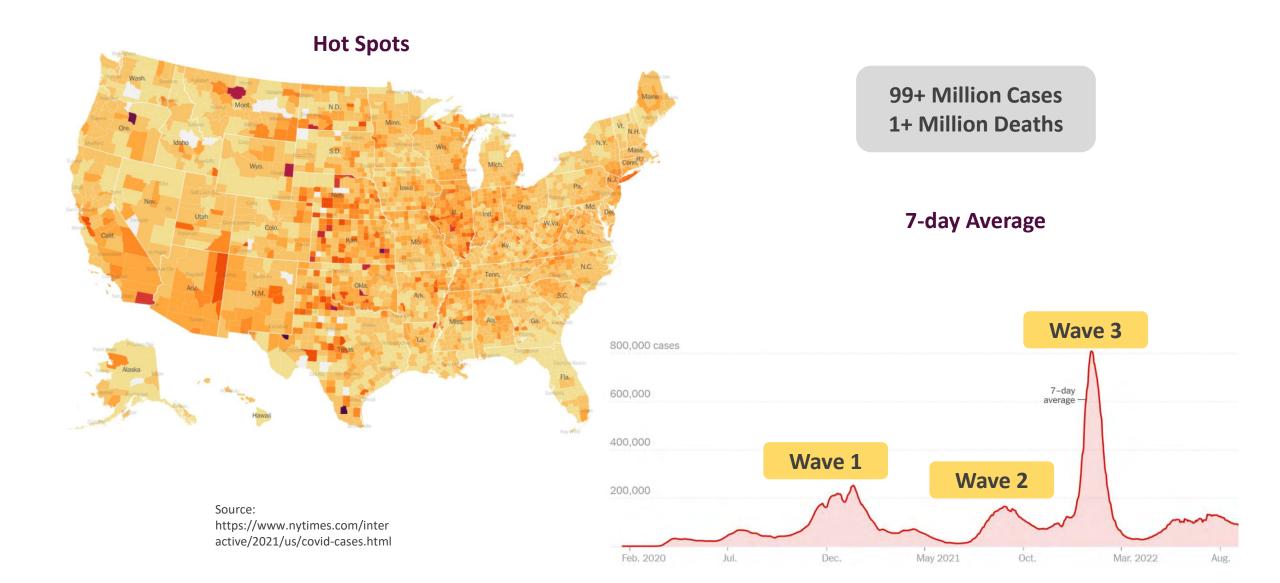


In this training you will learn factors driving fatigue, stress, exhaustion, and excessive worry; how COVID has led to continuous traumatic stress (CTS); our likely responses to loss, trauma, and life-threatening stress; and tools to enhance resilience, wellbeing, and leading a meaningful life..

## January 2022



#### December 2022



## **Beyond Covid... Tripledemic**

#### A 'Tripledemic'? Flu, R.S.V. and Covid May Collide This Winter, Experts Say

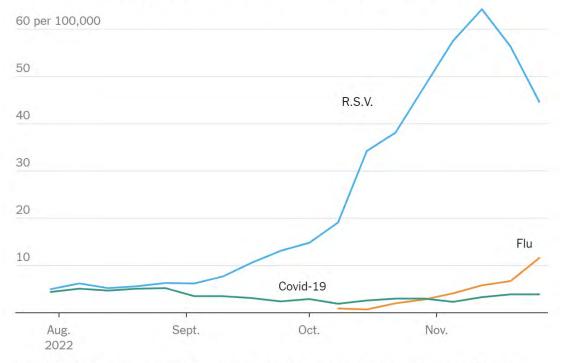
Flu cases are higher than usual for this time of year and are expected to soar in the coming weeks. Another virus, R.S.V., already is straining pediatric hospitals in some states.

#### 🛱 Give this article 🏟 🎵 🗔 354



#### 'This Is Our March 2020': Children's Hospitals Are Overwhelmed by R.S.V. (NY Times, 11/3/22)

#### Weekly hospitalizations among children 4 and under



Source: Centers for Disease Control and Prevention Note: The most recent weeks of data generally lag while reports come in. The weeks ending Dec. 3 and Dec. 10 are excluded because of this underreporting.

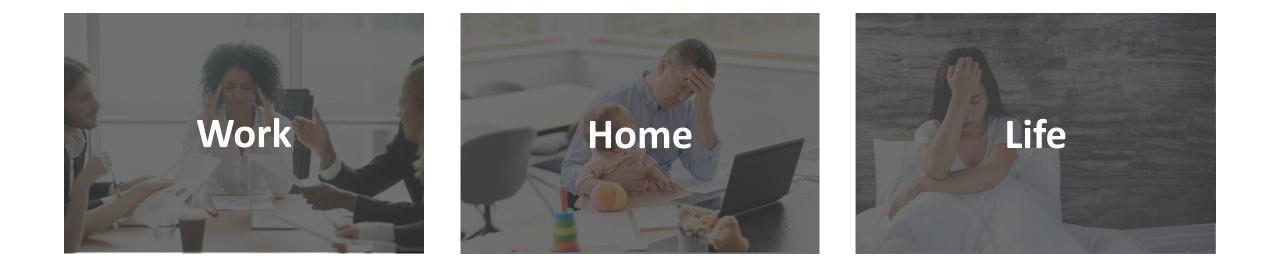
## Burnout







## Burnout



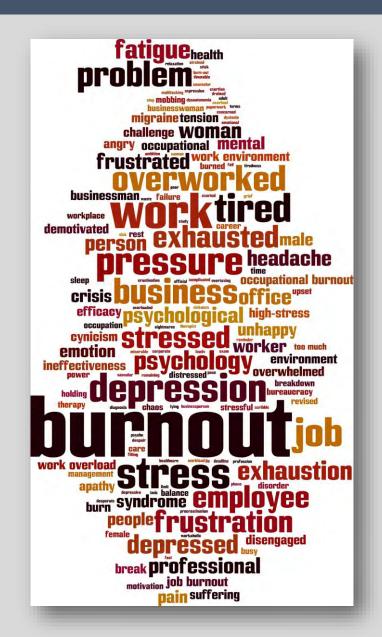
## **Defining Burnout**

The World Health Organization (WHO) officially classified burnout as a **medical diagnosis**, including the condition in the International Classification of Diseases:

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

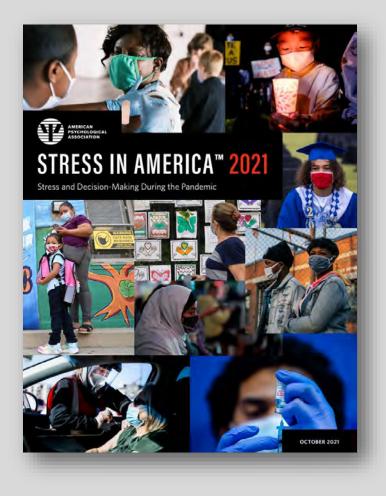
Burnout is diagnosed by four symptoms:

- Feelings of energy depletion, exhaustion and fatigue
- Increased mental distance from your job
- Feelings of negativism or cynicism related to your job
- Reduced professional efficacy



### Stress at Work, Home, and in Life

#### October 2021



#### March and October 2022



The U.S. population has experienced an intense range of stressors over the past few years, as the COVID-19 pandemic, racial injustice, and political divisiveness have dominated news cycles and social media. A new survey, conducted by The Harris Poll on behalf of APA, tells a story of uncertainty and dissolution.

Stress in America 2022: Concerned for the Future, Beset by Inflation, shows a battered American psyche, facing a barrage of external stressors that are mostly out of personal control. The survey found a majority of adults are disheartened by government and political divisiveness, daunted by historic inflation levels, and dismayed by widespread violence.

The report summarizes findings on current reported stress levels, sources, and consequences. Our psychologists also offer advice and strategies to help the nation navigate the fear of the unknown and the pervasive threats to the well-being of all Americans. APA is committed to empowering people to find ways to take back control and to find peace and calm in the chaos.

#### **High numbers report stress** related to inflation, global uncertainty, and invasion of Ukraine

#### % SAY IS A SIGNIFICANT SOURCE OF STRESS

Rise in prices of every day items due to inflation (e.g., gas prices, energy bills,	grocery costs)
87%	
Supply chain issues	
81%	
Global uncertainty	
81%	
Potential retaliation from Russia (e.g., cyberattacks, nuclear threats)	
80%	
Russian invasion of Ukraine	
80%	
STRESS IN AMERICA™ 2022: COVID SECOND ANNIVERSARY	© 2022 American Psychologic

The survey findings make clear that U.S. adults appear to be **emotionally** overwhelmed and showing signs of fatigue. The vast majority of adults (87%) agreed it feels like there has been a constant stream of crises over the last two years, and more than seven in 10 (73%) said they are overwhelmed by the number of crises facing the world right now.

al Association

# War in Ukraine **compounds the stresses** of the past two years, fear and anxiety spike

		Humbers to Associate da			
4% say that the R	ussian invasion of l	Jkraine is territyin	g to watch		
					-
3% agree that the	y are overwhelmed	by the number of	crises facing the wo	rld right now	
00/ cou thou ave u	awind the investor	of Librations in main	g to lead to nuclear v		
9% say they are w	orried the invasion	or Okraine is goin	g to lead to huclear t	war	
	hat we are at the h	eginning stages of	World War III		

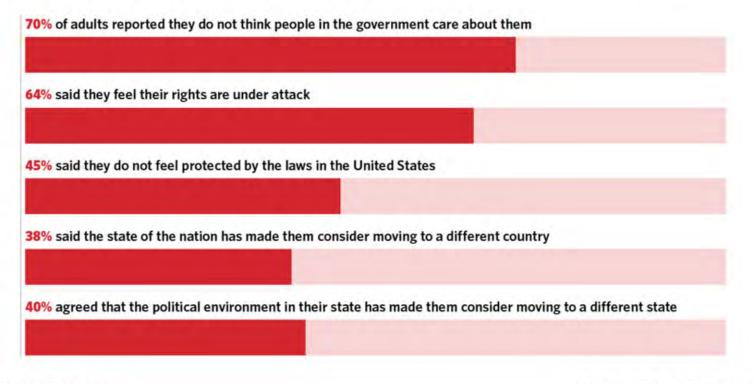
STRESS IN AMERICA™ 2022: COVID SECOND ANNIVERSARY

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#### INDICATORS OF A SOCIETY IN DISTRESS

% U.S. ADULTS REPORT FEELINGS OF UNCERTAINTY AND CONCERN FOR THE FUTURE



STRESS IN AMERICA™ 2022

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AMERICAN

PSYCHOLOGICAL

#### MONEY, INFLATION A SOURCE OF STRESS FOR MANY U.S. ADULTS

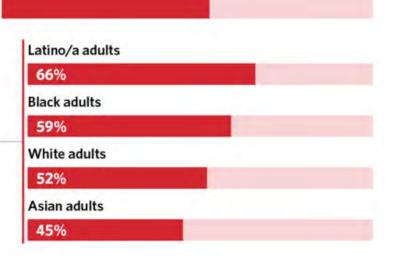


Inflation is a source of stress for 83% of U.S. adults

% OF ADULTS WHO INDICATED MONEY WAS A SIGNIFICANT SOURCE OF STRESS

57% said that having enough money to pay for things in the present (like rent/mortgage) is their main source of financial stress

43% reported feeling that saving enough money for things in the future is their main source of stress 56% of all adults, during the prior month, have had to make different choices due to a lack of money



STRESS IN AMERICA™ 2022

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#### STRESS AND ITS IMPACT ON ABILITY TO FUNCTION



27% of all adults said that most days they are so stressed they can't function

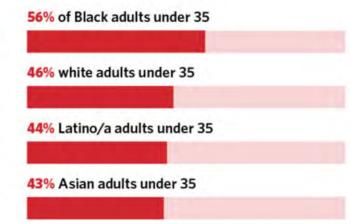


46% of those under 35

42% ages 35 to 44

16% ages 45 to 64

4% ages 65+



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STRESS IN AMERICA™ 2022

#### YOUNGER ADULTS FEEL COMPLETELY OVERWHELMED BY STRESS



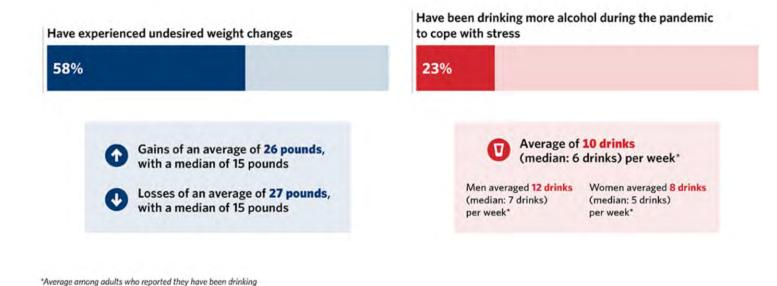
% OF **WOMEN** WHO SAID MOST DAYS THEY ARE COMPLETELY OVERWHELMED BY STRESS, BY AGE % OF **MEN** WHO SAID MOST DAYS THEY ARE COMPLETELY OVERWHELMED BY STRESS BY AGE



STRESS IN AMERICA" 2022

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**Sustained survival mode** gives way to entrenched unhealthy behavior and health consequences, including undesired weight change and **increase in stress drinking** 





STRESS IN AMERICA™ 2022: COVID SECOND ANNIVERSARY

more alcohol to cope with stress during the pandemic

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#### **Added Stress of Climate Change**

The evidence is unequivocal that exposure to climate and weather-related disasters has serious impacts on psychological well**being**, and that the chronic impacts of climate change, such as higher temperatures and drought, also have significant negative effects on mental health. Research increasingly points to another psychological outcome of climate change: stress, anxiety, and debilitating worry about the present and future damage of higher global temperatures.

> Source: Mental Health and Our Changing Climate: Impacts, Inequities, Responses, APA 2021 Edition.

#### CM Weather Climate Storm Tracker Wildfire Tracker Video

TART THE DAY HERE

Puerto Rico recovering after Fiona. World leaders gather in NY for first time since start of pandemic. Earthquake hits Mexic

## Greenland's ice sheet has melted to a point of no return, according to new study

By Max Claypool and Brandon Miller, CNN (1) Updated 6:09 PM ET, Fri August 14, 2020



Scientist captures melting ice sheet in viral photo (2019) 01:01

**(CNN)** — Greenland's ice sheet has melted to a point of no return, and efforts to slow global warming will not stop it from disintegrating. That's according to a new study by researchers at Ohio State University.

"The ice sheet is now in this new dynamic state, where even if we went back to a climate that was more like what we had 20 or 30 years ago, we would still be pretty quickly losing mass," Ian Howat, co-author of the study and a professor at Ohio State University, said.

Greenland's ice sheet dumps more than 280 billion metric tons of melting ice into the ocean each year, making it the greatest single contributor to global sea level rise, according to Michalea

#### **Climate Anxiety in Children and Young People**



Respondents across all countries were worried about climate change (59% were very or extremely worried and 84% were at least moderately worried). More than 50% reported each of the following emotions: sad, anxious, angry, powerless, helpless, and guilty. More than 45% of respondents said their feelings about climate change negatively affected their daily life and functioning, and many reported a high number of negative thoughts about climate change.

# 75% said that they think the future is frightening and 83% said that they think people have failed to take care of the planet.

## **APA: Coping with Stress**

#### Coping with stress



Stress effects on the body



What's the difference between stress and anxiety?



Healthy ways to handle life's stressors



How to help children and teens manage their stress



Coping with stress at work



How to cope with traumatic stress



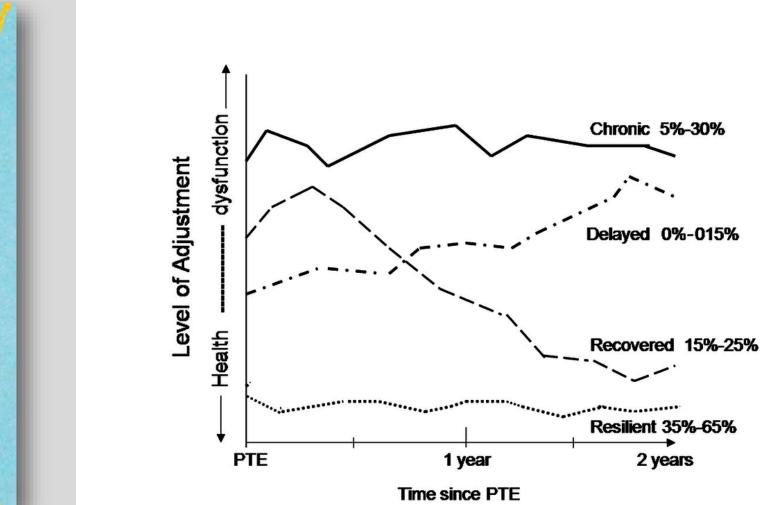
Discrimination: What it is and how to cope

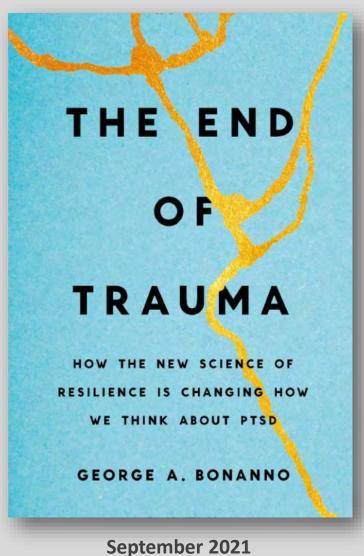


Los distintos tipos de estrés

https://www.apa.org/topics/stress

## **Coping in Challenging Times**

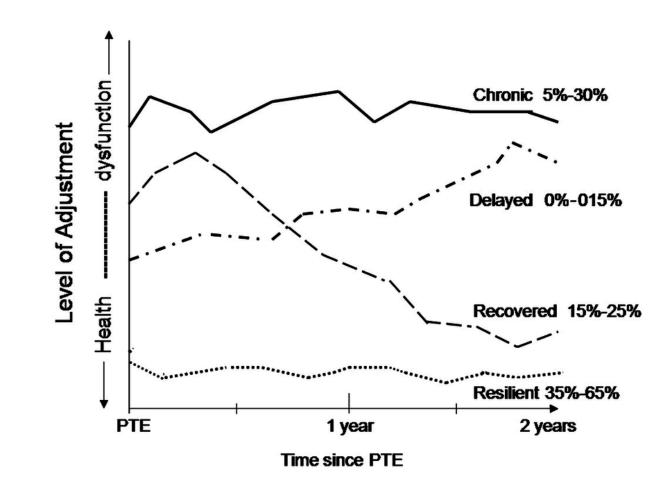




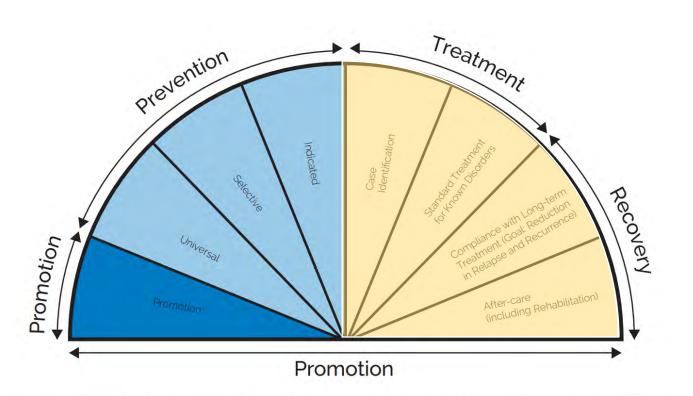
## **Coping in Challenging Times**

Ongoing coexistence with pandemic stressors suggests adults are enduring *but not recovering*.

APA, Stress 2022 Report



#### **Addressing Burnout: Behavioral Health Continuum of Care**



**Promotion** — These strategies are designed to create environments and conditions that support behavioral health and the ability of individuals to withstand challenges. Promotion strategies also reinforce the entire continuum of behavioral health services.

**Prevention** — Delivered prior to the onset of a disorder, these interventions are intended to prevent or reduce the risk of developing a behavioral health problem.

**Treatment** — These services are provided for individuals diagnosed with a substance use or other behavioral health disorder.

**Recovery** — These services support individuals' abilities to live productive lives in the community.

Source: www.samhsa.gov/prevention Self-help

#### **Guided Self-help**

#### **Brief Interventions**

## Residential/IOP/Outpatient (Private Practice)

While just **one in five (20%) reported receiving treatment from a mental health professional** since the COVID-19 pandemic started, the vast majority of those (80%) agreed they benefited from receiving this treatment. On the other hand, more than a third of adults who did not receive treatment from a mental health professional since the COVID-19 pandemic started (35%) said they feel like they could have benefited from receiving this treatment.

APA, Stress 2022 Report

Self-help

#### **Guided Self-help**

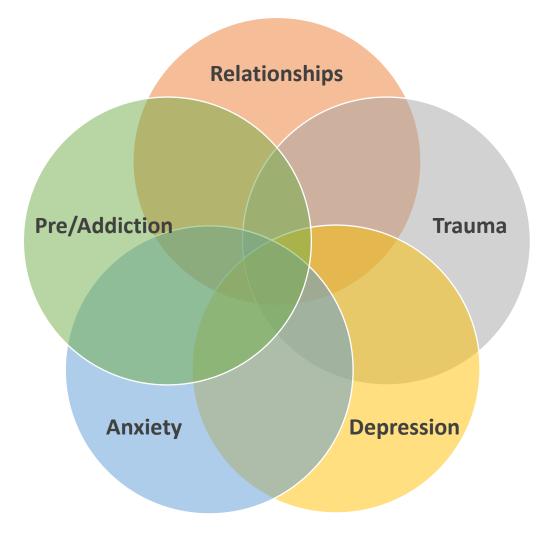
**Brief Interventions** 

Residential/IOP/Outpatient (Private Practice)

#### The 5-Actions Program: Beyond Addiction in 2023

The entanglement of mental illness and substance use disorders requires urgent action. Efforts to reverse the addiction and overdose crisis need to be multifaceted, **taking mental illness into account**. We have powerful, proven treatment tools for addiction, especially for opioid use disorder... But **expanded screening and care for mental illnesses including depression, anxiety, PTSD, and others** must be a component to successfully address the current addiction and overdose crises.

Dr. Nora Volkow, Director NIDA



#### **Primary Reasons People Seek Professional Help**

Relationship Problems (Attachment)

> Trauma & Stress (PTS/PTSD)

**Mood** (Depression – Unipolar & Bipolar)

> Anxiety (GAD, OCD, SA, Panic)

**Pre-Addiction & Addiction** (Substances & Behaviors)



#### What accounts for positive treatment outcomes?

# **The Contextual Model**

(Wampold & Imel, 2015)

#### Initial Therapeutic Bond



# Three Change PathwaysGood Outcomes1. Real (Healing) RelationshipSymptom Reduction2. Expectations (problem-solution)Better Quality of Life

## **Step 1: Assess Degree of Symptoms**

Problem Area	Screening Tool
Relationships	ECR
Trauma	PCL-5
Depression	PHQ-9
Anxiety	GAD-7
Pre/Addiction	AUDIT/TAPS

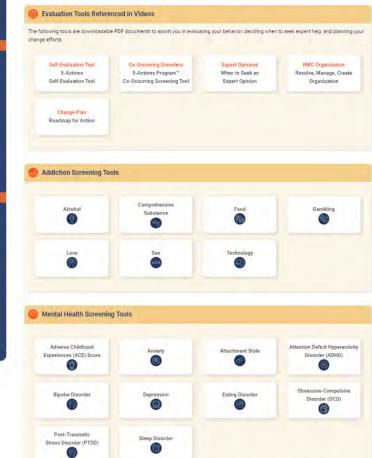
23	Get Started
C	24/7 Phone Support
لمع	Learn
	5-Actions to Wellness
	Action 1: Motivate
	Action 2: Evaluate
	Evaluate Tools
	Action 3: Resolve
	Action 4: Manage
	Action 5: Create
	Beyond Addiction
	Access Treatment
	Access Support Services
	Help for a Loved One
⊞	Webinars
	Resources
	Evaluate Tools
	CHESS Health App
	Self-Help Groups
	Video Transcripts
	New Mexico Interviews
	Tribal Interviews
	COVID Resources
•	My Account
	Contact
	Log Out

#### Evaluate Tools

Below you will find all the evaluation and assessment tools in one place. Keep in mind the goal of using these tools is to gain a deeper understanding of the degree to which substances and/or behaviors, and mental health issues, may be a problem for you.

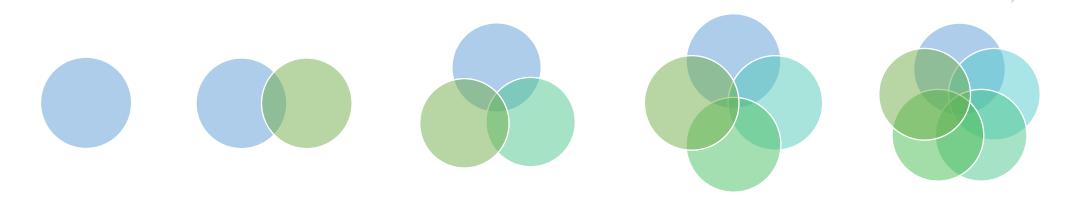
Results from these assessments do not provide clinical diagnoses which can only be done by a licensed professional. These tools screen for potential issues that may need further evaluation and attention, but they are not definitive evidence of a problem.

Please know that using these screening tools and learning the results may trigger unexpected responses including feeling anxious, confused, defensive, angry, or sad. If you have concerns about the results or are unclear what they mean for you, please contact your primary care physician or a licensed behavioral health professional. If you want immediate support, use the 24/7 phone support that cornes with this program and talk to a trained clinician.



## Personalized Symptom Map

#### Increasing Complexity in Symptoms, Needs, and Interventions

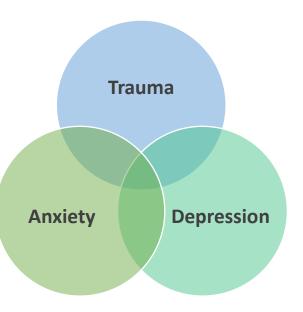


## **Step 2: Determine Your Profile**

#### **User Profiles**

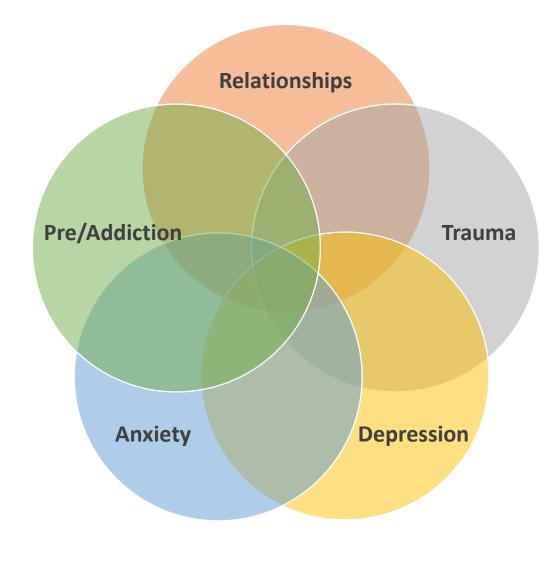
#### **Summary Map**

Clinical Area	1	2	3	4	5	6
Relationships	Y	Ν	Υ	Υ	Ν	Ν
Trauma	Y	Y	Y	Υ	Υ	Y
Depression	Ν	Y	Y	Υ	Ν	Y
Anxiety	Y	Y	Y	Y	Y	Y
Pre/Addiction	Y	Y	Y	Ν	Y	N



## **Step 3: Educate Yourself**

- Search topics in the 5-Actions Program and webinar series
- Healthcare Professionals
- Websites (stick with national or government-sponsored sites (e.g., APA, NIDA, NIH, NAMI)
- Books/Audiobooks
- Podcasts



## **Check Out 5-Action Webinars**

WATCH

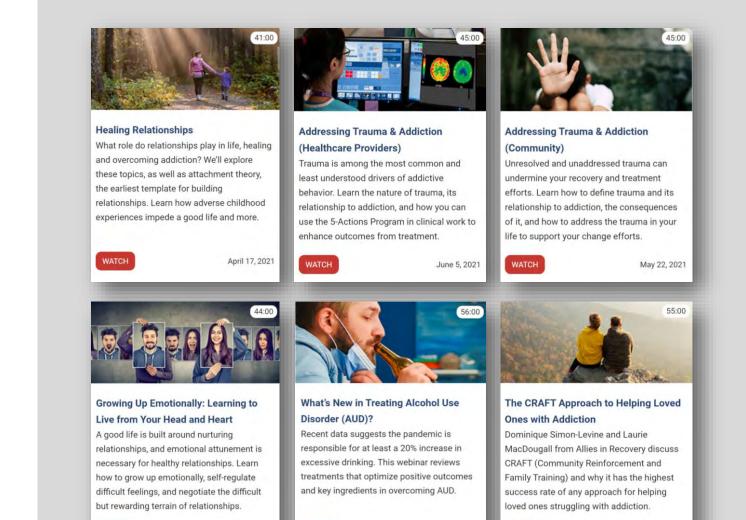
Relationship Problems (Attachment)

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**Pre-Addiction & Addiction** (Substances & Behaviors)

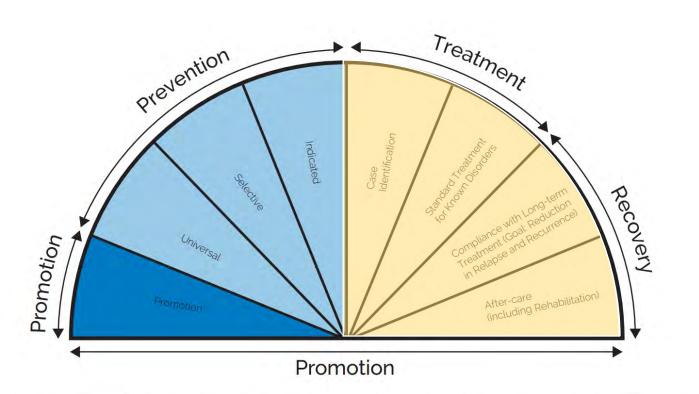




WATCH

February 26, 2022

#### **Step 4: Engage in the Appropriate Level of Care**



**Promotion** — These strategies are designed to create environments and conditions that support behavioral health and the ability of individuals to withstand challenges. Promotion strategies also reinforce the entire continuum of behavioral health services.

**Prevention** — Delivered prior to the onset of a disorder, these interventions are intended to prevent or reduce the risk of developing a behavioral health problem.

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Source: www.samhsa.gov/prevention Self-help

#### **Guided Self-help**

#### **Brief Interventions**

## Residential/IOP/Outpatient (Private Practice)

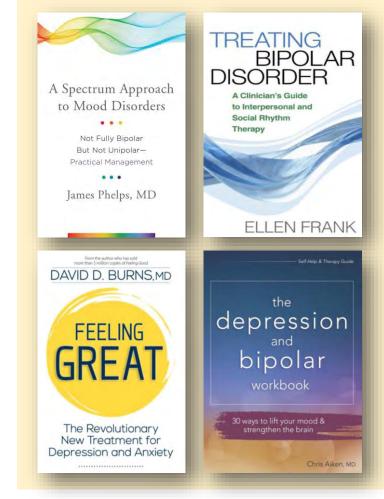
#### **Step 5: Leverage the Best Interventions**

Trauma

#### **Relationships** THE BODY KEEPS THE SCORE The Science Attachment BRAIN, MIND, AND BODY of Trust IN THE HEALING OF TRAUMA Disturbances in Adults EMOTIONAL ATTUNEMENT FOR COUPLES Treatment for Comprehensive Repair Daniel P. Brown David S. Elliott BESSEL VAN DER KOLK, M.D. ohn M. Gottman, PhD THE The DEVELOPMENT The OF THE PERSON Polyvagal Growth Theory the in Therapy IGAGING THE RHYTHM OF REGULATION And the Endangered Origins of Intelligence L. Alan Sroufe, Deb Dana Byron Egeland, Elizabeth A. Carlson, FOREWORD BY STEPHEN W. PORGES and W. Andrew Collins

#### INTERNAL FAMILY SYSTEMS THERAPY SECOND EDITION ()RICHARD C. SCHWARTZ MARTHA SWEEZY HEALING the S + UL NOUND SECOND EDITION TRAUMA-INFORMED COUNSELING FOR INDIGENOUS COMMUNITIES EDUARDO DURAN (TIOSPAYE TA WOAPIYE WICASA) FOREWORD BY ALLEN E. IVEY

#### **Depression (Mood)**



## **Step 5: Leverage the Best Interventions**

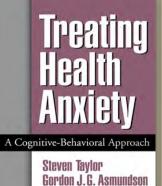
#### Anxiety



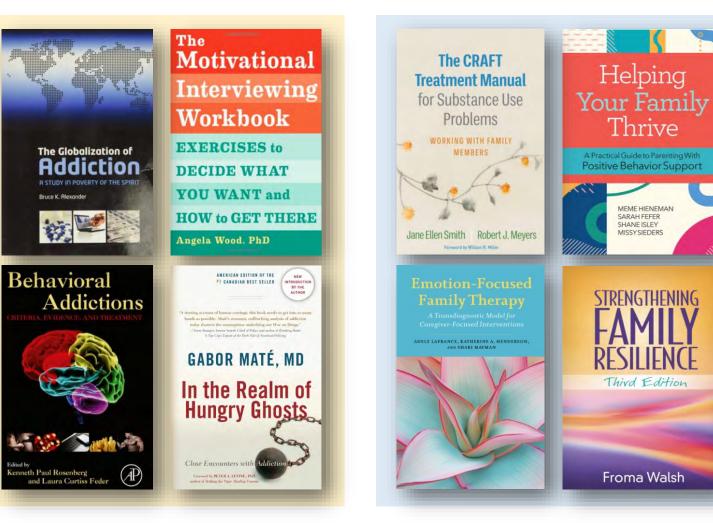
Unified Protocol for Transdiagnostic Treatment of Emotional Disorders

WORKBOOK

SHANNON SAUER-ZAVALA

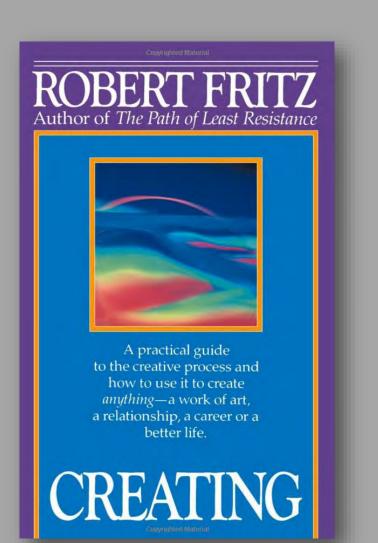


#### **Pre/Addiction**



Family

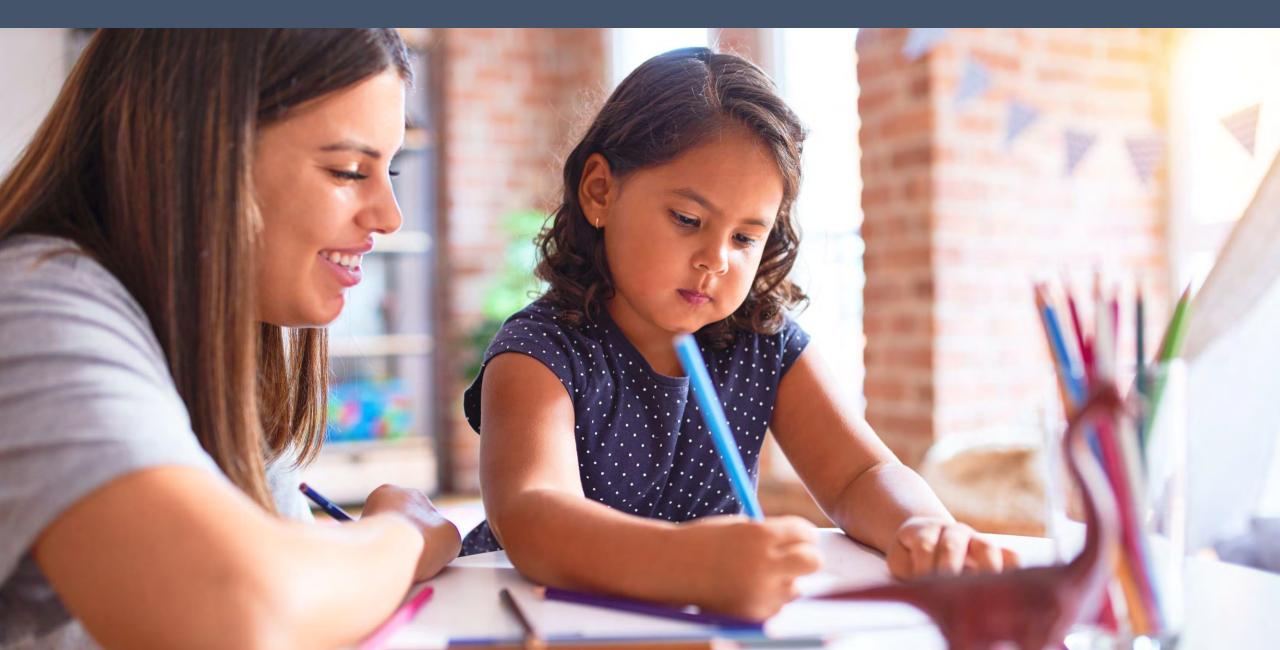
#### **Step 6: Don't Just Focus on Symptom Reduction!**



Creating is not designed to heal you, fix you, or satisfy you, but a way in which you can bring your talents, energies, actions, imagination, reason, intuition, and yes, even love to the creation you desire...

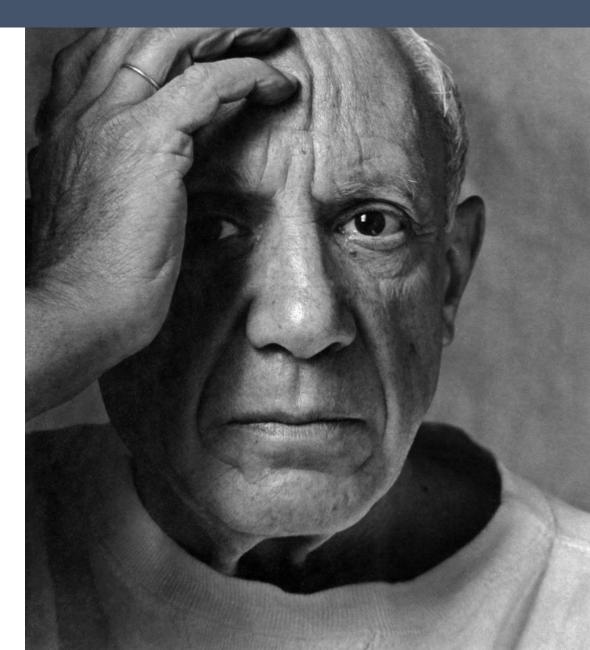
Love is what creating is all about.

## Sir Ken Robinson: Do schools kill creativity?



#### Picasso once said...

"All children are artists. The problem is how to **remain an artist** once he grows up."



## Don't forget to play and have fun!

"People say that what we're all seeking is a meaning for life. I don't think that's what we're really seeking. I think that **what we're seeking is an experience of being alive**, so that our life experiences on the purely physical plane will have resonances with our own innermost being and reality, so that we actually feel the rapture of being alive."

#### Joseph Campbell



# **Questions & Discussion**