

STRESS, ANGER, BURNOUT

Resources by GET SAFE

BURNOUT INFORMATION

Signs and Symptoms:

1. **Alienation from work-related activities:** Individuals experiencing burnout view their jobs as increasingly stressful and frustrating. They may grow cynical about their working conditions and the people they work with. They may also emotionally distance themselves and begin to feel numb about their work.
2. **Physical symptoms:** Chronic stress may lead to physical symptoms, like headaches and stomachaches or intestinal issues.
 - Feeling tired and drained most of the time
 - Lowered immunity, frequent illnesses
 - Frequent headaches or muscle pain
 - Have your sleep habits changed?
 - Are you troubled by unexplained headaches, stomach or bowel problems, or other physical complaints?
 - Change in appetite or sleep habits
3. **Emotional exhaustion:** Burnout causes people to feel drained, unable to cope, and tired. They often lack energy to get their work done.
 - Sense of failure and self-doubt
 - Feeling helpless, trapped, and defeated
 - Detachment, feeling alone in the world
 - Do you feel disillusioned about your job?
 - Loss of motivation
 - Have you become irritable or impatient with co-workers, customers or clients?
 - Increasingly cynical and negative outlook
 - Decreased satisfaction and sense of accomplishment
 - Have you become cynical or critical at work?
4. **Reduced performance:** Burnout mainly affects everyday tasks at work—or in the home when someone's main job involves caring for family members. Individuals with burnout feel negative about tasks. They have difficulty concentrating and often lack creativity.
 - Withdrawing from responsibilities
 - Do you drag yourself to work and have trouble getting started?
 - Isolating yourself from others
 - Do you lack the energy to be consistently productive?
 - Do you find it hard to concentrate?
 - 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

Risk Factors:

1. Work-related causes of burnout

1. Unreasonable time pressure
2. Feeling like you have little or no control over your work
3. Lack of recognition or reward for good work
4. Unclear or overly demanding job expectations and direction
5. Doing work that's monotonous or unchallenging
6. Working in a chaotic or high-pressure environment
7. Dysfunctional workplace dynamics
8. Unfair treatment from management or

2. Lifestyle causes of burnout

1. Working too much, without enough time for socializing or relaxing
2. Lack of close, supportive relationships
3. Taking on too many responsibilities, without enough help from others
4. Not getting enough sleep

3. Personality traits can contribute to burnout

1. Perfectionistic tendencies; nothing is ever good enough
2. Pessimistic view of yourself and the world
3. The need to be in control; reluctance to delegate to others
4. High-achieving, Type A personality

Relief:

Turn to other people

Reach out to those closest to you

Be more sociable with your coworkers

Limit your contact with negative people

Connect with a cause or a community group that is personally meaningful to you

Find new friends.

Reframe the way you look at work

Try to find some value in your work

Find balance in your life.

Make friends at work.

Take time off.

Reevaluate priorities

Evaluate your options to see what could be changed

Set boundaries

Take a daily break from technology

Nourish your creative side

Set aside relaxation time
Get plenty of sleep

Listen to your body

Make exercise a priority

Focus on your body and how it feels as you move

Support your mood and energy levels by eating a healthy diet

Minimize sugar and refined carbs

Reduce your high intake of foods that can adversely affect your mood, such as caffeine, trans fats, and foods with chemical preservatives or hormones

Eat more Omega-3 fatty acids to give your mood a boost, such as fatty fish (salmon, herring, mackerel, anchovies, sardines), seaweed, flaxseed, and walnut

Avoid nicotine

Drink alcohol in moderation

ANGER ISSUES/ANGER MANAGEMENT

Test: <https://psychologytoday.tests.psychtests.com/bin/transfer>

Effects of Anger:

Physical Health: Constantly operating at high levels of stress and anger makes you more susceptible to heart disease, diabetes, a weakened immune system, insomnia, and high blood.

Mental Health: Chronic anger consumes huge amounts of mental energy, and clouds your thinking, making it harder to concentrate or enjoy life. It can also lead to stress, depression, anxiety, paranoia, huge amounts of frustration, lack of sleep, social isolation and other mental health problems.

Career: Constructive criticism, creative differences, and heated debate can be healthy. But lashing out only alienates your colleagues, supervisors, or clients and erodes their respect.

Relationships: Anger can cause lasting scars in the people you love most and get in the way of friendships and work relationships. Explosive anger makes it hard for others to trust you, speak honestly, or feel comfortable—and is especially damaging to children.

Risk Factors

- Alcoholism
- Substance Addiction
- Low Self-Esteem
- Depression
- Overwhelm
- Relationship Stress
- Unresolved past traumas, including physical and emotional abuse

Signs and Symptoms:

- Inability to control anger and erratic behavior
- Becoming especially angry or violent when consuming alcohol
- Struggling to compromise or arrive easily at mutual agreements without getting angry
- Problems with expressing emotions in a calm and healthy way
- Ignoring people or refusing to speak to them
- Inward aggression that can lead to isolation or **self-harm**
- Outward aggression including shouting, swearing, or being physically violent and threatening
- Loss of reason and rationality

- Substance abuse or **addiction**
- Cycles of bad behavior which may be affecting relationships
- misunderstanding constructive criticism as a challenge to your authority or capability
- triggered to act with confrontational behavior

Anger Management Treatment and techniques

Less clinical – remember the audience are people who we are trying to trick into caring for themselves. Try to find examples that are outside of the formal therapy realm. EX: going to the gym, kickboxing, etc.

Anger causes your body to release adrenaline, your muscles to tighten, and your heart rate and blood pressure to increase. Your senses might feel more acute and your face and hands flushed.

Causes and triggers of uncontrolled anger:

- Relationship Problems
- Feelings of injustice
- Memories of unresolved issues
- Excessive drugs and alcohol

Symptoms of ‘anger problem’

- inability to control your anger
- constant negative thinking and focusing on negative experiences
- constantly feeling impatient, irritated, and hostile
- arguing with others often, and getting angrier in the process
- being physically violent when you’re angry
- feeling compelled to do, or doing, violent or impulsive things because you feel angry, such as driving recklessly or destroying things
- threatening violence to people or their property
- staying away from certain situations because you’re anxious or depressed about your angry outbursts

Ways to overcome anger:

- **Recognize the warning signs:** When you're angry, your heart rate rises and you breathe faster. Be vigilant, so you deal with these symptoms before they build up.
- **Give yourself a “time-out”:** Avoid "leaping in" with an angry response. Instead, calm yourself down by counting to 10 before you act.
- **Catch your breath:** Try to slow your breathing. This will help you to stay calm and to think clearly.
- **Find quiet time:** Practicing relaxation techniques like [mindfulness](#) or [centering](#) can help you to cope with stress over the longer term.

- Try to avoid triggers: Obviously not all triggers can be avoided, but try to avoid the ones you can, such as certain people, political conversations,
- Exercise Regularly: Doing this releases calming chemicals, like dopamine and serotonin, into your body. This will improve your state of mind and make you less prone to anger.
- Avoid alcohol: Overindulgence can lower your inhibitions and make you more prone to outbursts.
- Express your emotions: When we keep things inside for too long, frustrations can build up. So, talk about your feelings with friends and loved ones.
- Let it go: Sometimes we have no choice but to let an issue go, even if we think it's unfair. But, doing this will allow you to move past grudges or bitterness, and toward peace.

Techniques

- Improvements in communication skills
- Focus on problem-solving
- Avoidance of drama-filled or problematic situations
- Humor

STRESS

Stress vs. Burnout	
Stress	Burnout
Characterized by over-engagement	Characterized by disengagement
Emotions are overreactive	Emotions are blunted
Produces urgency and hyperactivity	Produces helplessness and hopelessness
Loss of energy	Loss of motivation, ideals, and hope
Leads to anxiety disorders	Leads to detachment and depression
Primary damage is physical	Primary damage is emotional
May kill you prematurely	May make life seem not worth living

Stress/Burnout/Depression Quizzes:

<https://psychcentral.com/quizzes/stress-test/>

http://www.oprah.com/inspiration/burnout-quiz-assessment-test-fried-book_1

<https://screening.mhanational.org/screening-tools/depression>