



Find Joy Off The Path, LLC
Human Resources Consulting & Career Coaching
Connecting people with paths that bring joy & maximize potential.

Two Minute Work Burnout Check-Up

Reference: Harvard Business Review

Instructions: Answer the questions below honestly - your responses are for you!

Rate your level of stress from 0-10 on all six factors of burnout, with 0 equaling negligible stress and 10 being extreme stress. Add the numbers to get your general burnout score out of 60.

Burnout Factors at Work	Level of Stress (0-10)
Workload: What do you feel is the level of sustainability of the amount of work on your plate?	
Values: How do you feel about the level of depth in which you are connecting with your work?	
Reward: How do you feel about financial rewards (salary, bonuses, etc.) and social rewards (recognition for your contributions) you have been awarded?	
Control: How do you feel about the autonomy you have over when, where, and how you perform your work?	
Fairness: Do you feel that you are treated equitably at work relative to your co-workers?	
Community: Do you feel that your professional relationships help boost your personal engagement?	
Total Score:	/ 60



Find Joy Off The Path, LLC Human Resources Consulting

Providing HR Solutions & Enabling Business Growth

We implement proven HR solutions that help business leaders and individuals overcome roadblocks preventing your business from achieving increased success.

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Instructions: Self-Awareness Activity Recorder Template

Set aside one week when you will focus on recording the activities you do and the time it takes to accomplish them. Use the provided template, and each day, record your activities.

This will help you evaluate at the end of each day and week where you are actually spending your time vs where you think your efforts are going. At the end of the week, look to see where each category is. No matter where you are at, simply be grateful for your commitment to complete the week-long challenge! Next, look at the areas where you thought you were spending more or less time, and what areas you would like to adjust.

*You have two different views to use, depending on your preference. **View 1** lets you note activities on the left hand side and see how time adds up daily through the total week of 168 hours. **View 2** lets you see your time blocks in 15-minute increments and note your activities accordingly. Example tabs are included for your reference. Use either one to help you on your journey of self-awareness!*

Key Take-Away: The lesson here is to help us increase our self-awareness that YOU are already doing A LOT! Acknowledge this and be proud of your daily accomplishments, which in time, build up into much larger successes. While there will be days when stress creeps up and challenges arise to be solved, **YOU are ALWAYS the one with the control and emotional resilience to re-set your priorities.** YOU choose where your time is best spent, depending on the season of life you are in.



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View 1: Self-Awareness Activity Recorder Template

Start Date:
End Date:

Total Weekly Hours = 168

Activity Description	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Weekly Total Time in Minutes	Weekly Total Time in Hours	Notes & Observations
	Identify how many minutes you spent on each activity									
Identify your activity in each cell										



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View 2: Self-Awareness Activity Recorder Template

Start Date:

End Date:

Time Blocks	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
15-minute time blocks for each activity	Identify your activity in each cell						
5:00 AM							
5:15 AM							
5:30 AM							
5:45 AM							
6:00 AM							
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10:15 AM							
10:30 AM							
10:45 AM							
11:00 AM							
Total Weekly Hours = 168							

View 2: Self-Awareness Activity Recorder Template

Start Date:

End Date:


Time Blocks	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
15-minute time blocks for each activity	Identify your activity in each cell Total Weekly Hours = 168						
11:15 AM							
11:30 AM							
11:45 AM							
12:00 PM							
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8:15 PM							
8:30 PM							

View 2: Self-Awareness Activity Recorder Template

Start Date:

End Date:

Time Blocks	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
15-minute time blocks for each activity	Identify your activity in each cell						
8:45 PM							
9:00 PM							
9:15 PM							
9:30 PM							
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4:45 AM							
Total Weekly Hours = 168							

 Find Joy Off The Path, LLC
Human Resources Consulting & Coaching

*Building Resilience & Self-Compassion
in the Face of Burnout*




Raisa M. Ramos, MBA, SHRM-CP
President | Strategic HR Consultant | Career Coach

1

WNHSWA
*will be the leader in giving
our profession a voice and
visibility in the healthcare
industry within Wisconsin.*


2

Learning Objectives

-  1. Recognize Burnout
-  2. Build Emotional Resilience
-  3. Practice Strategies and Actionable Tools





3

What's Your Story?



4

1. Recognize Burnout

-  1. Identify symptoms of burnout
-  2. Describe potential causes
-  3. Assess your risk factors
-  4. Understand the costs and consequences


5



Burnout Checkup

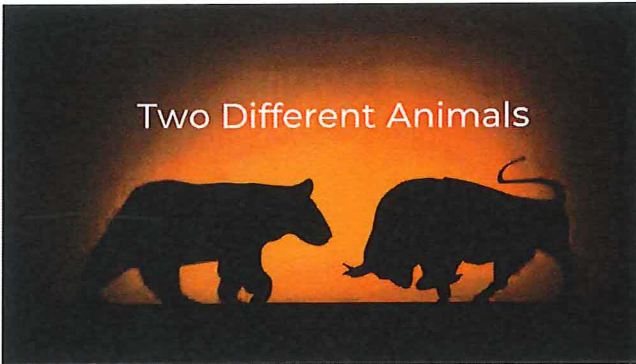
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The World Health Organization (WHO) officially classified burnout as a medical diagnosis, including the condition in the International Classification of Diseases:



“a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”

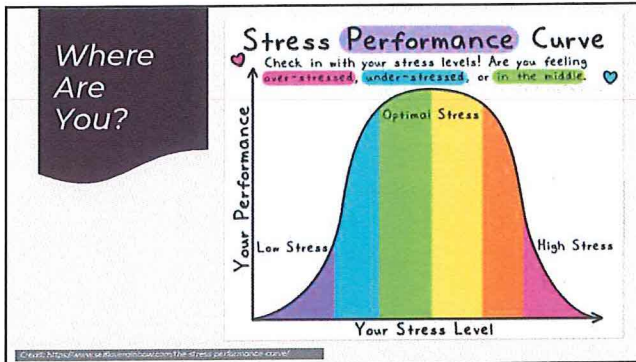
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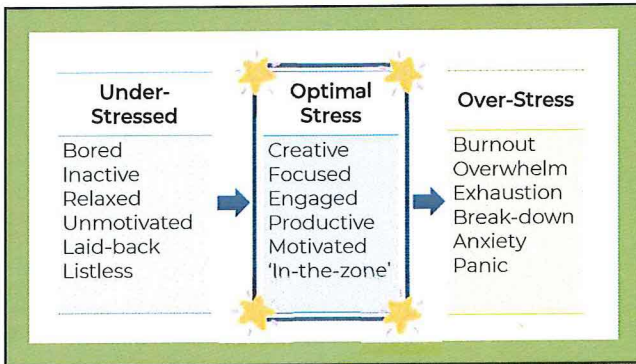
8

STRESS	VS	BURNOUT
Your body's immediate reaction to a challenge or demand. Imagine having a big task at work. Your body responds by becoming more alert, and you might feel a rush of energy. This reaction is stress, and it can help you focus and meet your challenge.		Burnout can happen after experiencing prolonged stress, especially in situations where you feel overwhelmed and undervalued. It's beyond being busy — it's feeling empty, emotionally drained, and unable to keep up with life's demands.

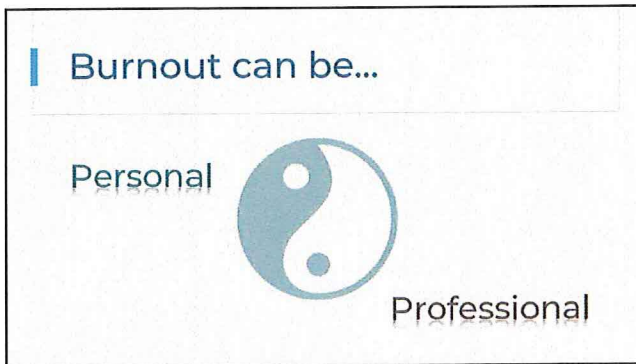
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10



11



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How are you, really?

Do you lack the energy to do things personally and at work?

Have you lost patience with family, friends, co-workers, direct reports, customers, clients...?

Do you question the value of your personal talents & skills?

Do you drag yourself to work & have trouble getting started?

Do you have headaches, stomach problems, or other physical ailments with no known cause?

Feel like you can't help your clients anymore?

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Burnout is diagnosed by four key symptoms:

1. Feelings of energy depletion, exhaustion and fatigue
2. Increased mental distance from your job
3. Feelings of negativism or cynicism related to your job
4. Reduced professional efficacy

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2. Causes of Job & Social Worker Burnout

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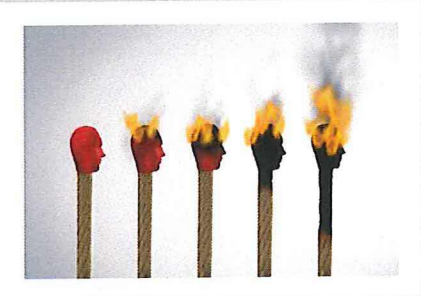
7 Main Causes of Workplace Burnout

1. Excessive workload
2. Lack of control
3. Inadequate rewards
4. Lack of community
5. Unfair practices
6. Values misalignment
7. Personality traits and personal stressors



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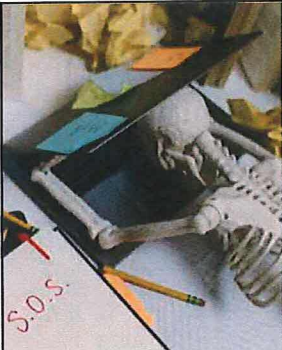
Burnout in Social Work



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Causes of Social Worker Burnout

- Increased client needs
- Unmanageable caseloads
- Low wages
- Limited resources, lack of respect
- Organizational structures



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Causes of Social Worker Burnout

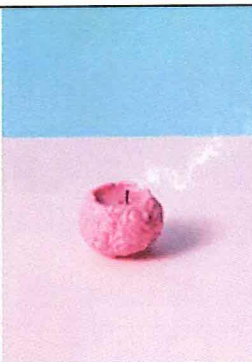
- Ethical dilemmas
- Workplace conflict
- Funding concerns
- Unsafe situations
- Inability to detach from clients - compassion fatigue



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Causes of Social Worker Burnout


- Secondary trauma
- Exposure to abuse, poverty, social and racial inequities
- Financial stress
- Culture of overwork; ongoing turnover



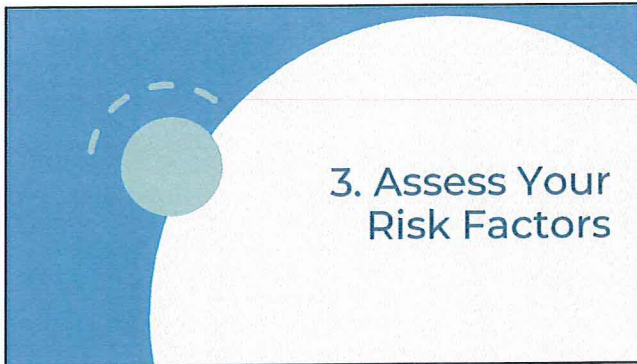
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Causes of Social Worker Burnout

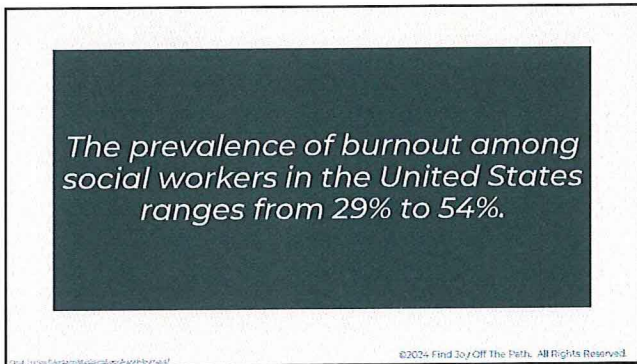
- Mounting paperwork without proper tools
- Deadlines
- Ethical imperative to respond to social justice concerns



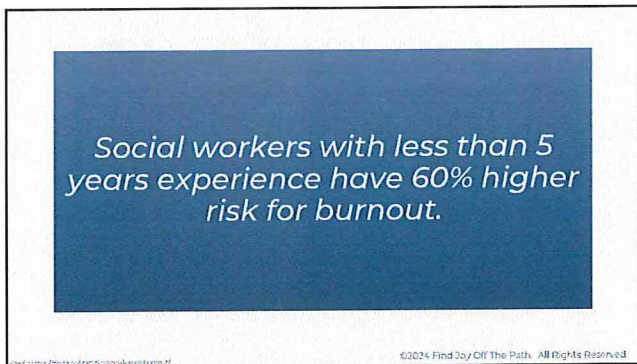
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Social workers with a higher level of education may experience a 30% lower risk of burnout.

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Burnout is a major issue among social workers, with a lifetime burnout rate of 75% and a current burnout rate of 39%.

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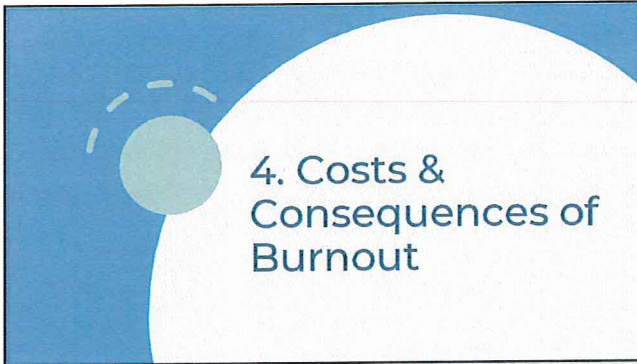
26

YOU

Values Control Fairness Community Rewards Workload

Going Deeper with Risk Factors...

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4. Costs & Consequences of Burnout

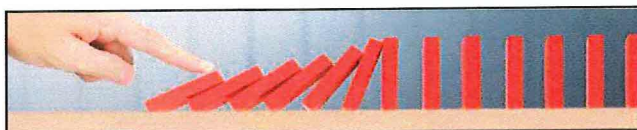
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In 2015, researchers from Harvard and Stanford estimated in workplace stress cost the United States \$190 billion in healthcare expenses per year and contributed to 120,000 deaths.

Gallup also found burned-out employees cost \$3,400 out of every \$10,000 in salary because they are disengaged in their work.

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Domino Effect...


- Drained, unable to cope
- Not be able to sleep
- Be sad, angry, irritable or not care
- Use more alcohol or other substances
- Heart disease, high blood pressure, gastrointestinal issues, type 2 diabetes...

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SW²C
= So What & Who Cares?!?!


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Please come back! 😊



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How to Build Emotional Resilience



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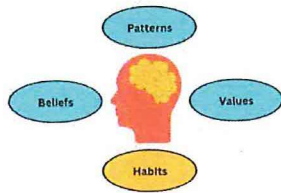
Emotional Resilience

Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands.



Credit: Pexels/Anxayasingk/Epichrome

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1. Understand Your Paradigm

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Attitude of Gratitude

#always

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2. Focus on what YOU want ~ relentlessly



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3. Face Your Fears



38

4. Set & Respect Your Boundaries




39

5.
Prioritize
Your
Health



40



Close your
eyes.

Think about
the last time
you were
really, truly
happy.

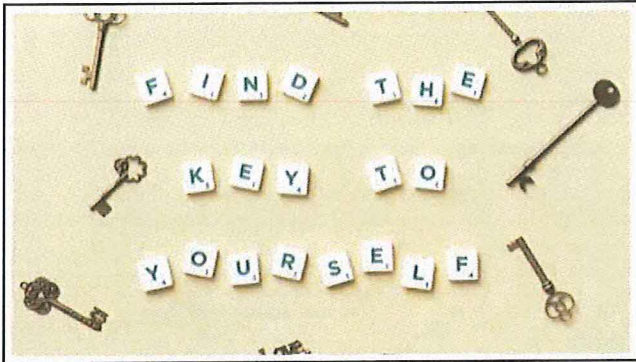
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6. Seek
Trusted
Support

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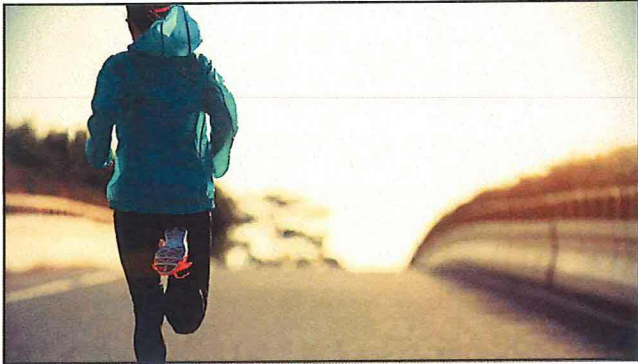
Build Emotional Resilience

1. Study & reframe your paradigm
2. Focus on what you want
3. Face your fears
4. Set & respect self-boundaries
5. Prioritize your health
6. Seek trusted support

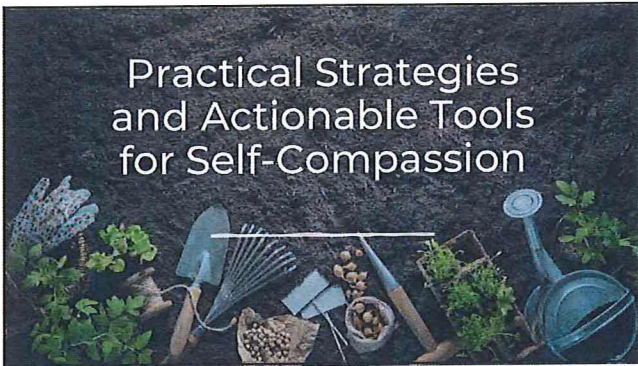
THINK
ABOUT
THINGS
DIFFERENTLY

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"Resilience is a choice. It's choosing to rise above your circumstances, no matter how difficult, and become the person you're meant to be."

David Goggins

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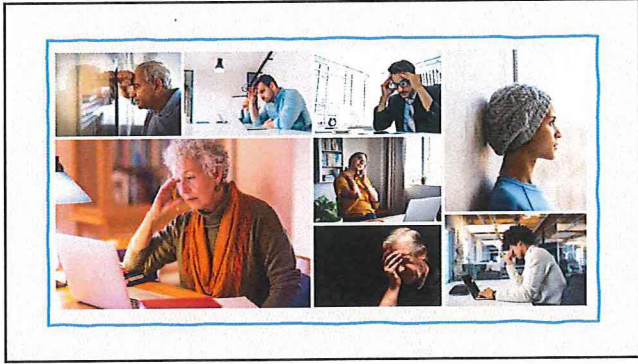
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"There is only one part of the universe that we can change, and that is ourselves."

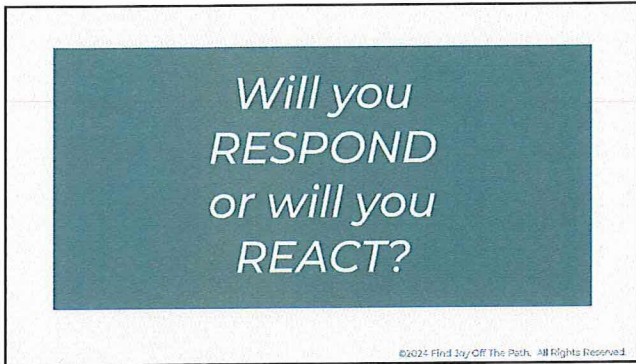
Bob Proctor

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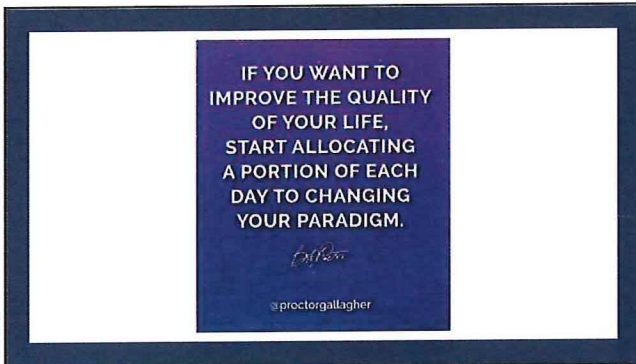
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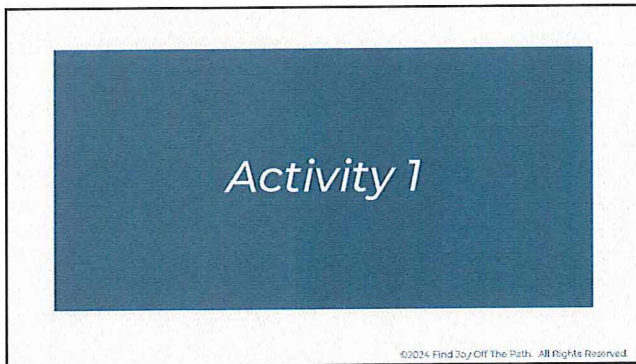
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When you have a BIG problem...

1. Write 10 things you are grateful for. Feel them!
2. Send love to 3 people who are bothering you.
3. Stay quiet for 5 minutes. Ask for guidance for the day.
4. Rinse and repeat daily.

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Activity 2

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Cup Fillers

During the next 5 minutes, write down all the things ~ from small to large ~ that fill your personal cup.



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What Fills Your Cup?


When you have 'shifter' strategies, you'll start to...

- Choose response over reaction
- Use your tools to change your paradigm



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Take a picture of your Cup Fillers!




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Activity 3

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Ways to Say No

Objective:

You are not walking away with this task!!!


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What We'll Do:

1. Find a partner ~ turn to the person on your left or right; say hi and let's go! Decide who is "A" and who is "B".
2. I'll give everyone 5 minutes to think about a scenario you REALLY want to say No to, but have a REALLY hard time with. Write it down!
3. Person "A" is going to tell Person "B" about your scenario. Person "B" is going to come up with as many ways to say "No" as they can think of.

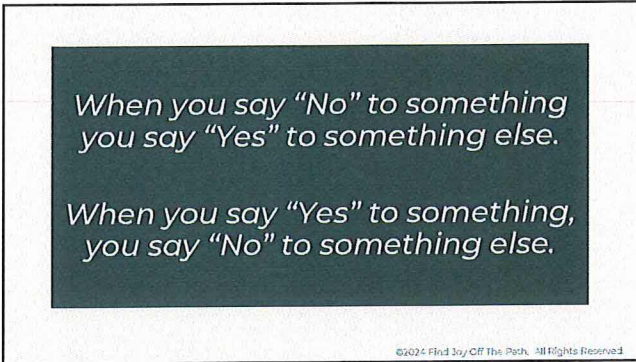
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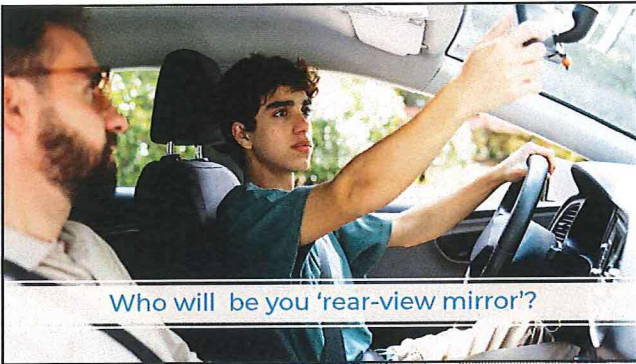


What did we learn from each other?

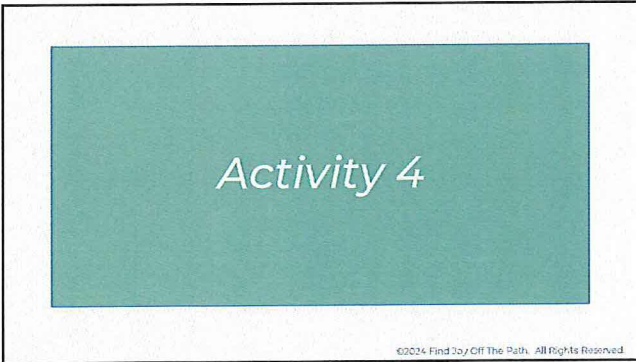
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64



65



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**Self-Boundary Awareness:
Take-Home Practice**

Set aside one week to record your activities.

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**Self-Boundary Awareness:
Take-Home Practice**

Use the provided template to record, not track, your daily activities from the time you awake until the time you go to sleep.

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**Self-Boundary Awareness:
Take-Home Practice**

Don't worry about perfection or speed.

This is NOT about timing yourself, it is ALL about observation.

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View 1: Self-Awareness Activity Recorder Template

Start Date: _____ End Date: _____

Yellow cells below auto calculate Total Weekly Hours = 168

Activity Description	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Weekly Total Time in Minutes	Weekly Total Time in Hours	Notes & Observations
Identify your activity in each cell	Identify how many minutes you spent on each activity							0.0	0.0	
								0.0	0.0	
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View 1: Self-Awareness Activity Recorder Template - EXAMPLE

Start Date: _____ End Date: _____

Yellow cells below auto calculate Total Weekly Hours = 168

Activity Description	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Weekly Total Time in Minutes	Weekly Total Time in Hours	Notes & Observations
Identify your activity in each cell	Identify how many minutes you spent on each activity							3120.0	52.0	
Wakeup	420	420	420	420	420	420	420	3120.0	52.0	
Get dressed for gym	10	10	10	10	10	10	0	60.0	1.0	
Drive back	18	18	18	18	18	18	0	108.0	1.8	
Get ready for gym	45	45	45	45	45	45	0	270.0	4.5	
Get ready at gym	30	30	30	30	30	30	0	180.0	3.0	
Drive back	18	18	18	18	18	18	0	108.0	1.8	
Get home ready for school	20	20	20	20	20	20	0	120.0	2.0	
Drive to work	30	0	30	30	0	0	0	90.0	1.5	
Work	720	720	720	720	720	0	0	1260.0	21.0	
Lunch	30	0	30	30	30	0	0	120.0	2.0	
Work	180	180	180	240	240	180	0	1260.0	21.0	
Drive home	30	0	30	30	30	0	0	120.0	2.0	
Kids go to bed	160	160	160	160	160	160	0	960.0	16.0	
Drive back home	30	30	30	30	30	30	0	180.0	3.0	
Place & eat dinner	60	60	60	60	60	60	0	420.0	7.0	
Help with homework	30	30	30	30	0	0	0	120.0	2.0	
Hobby	30	30	30	30	30	30	30	210.0	3.5	
Get ready for bed	25	25	25	25	25	25	25	175.0	2.9	
								1010.0	16.8	

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View 2: Self-Awareness Activity Recorder Template

Start Date: _____ End Date: _____

Time Blocks	Monday	Tuesday	Wednesday	Thursday
15-minute time blocks for each activity	Identify your activity in each cell Total Weekly Hours = 168			
8:00 AM	Wakeup	Wakeup	Wakeup	Wakeup
8:15 AM	Get dressed for gym	Get dressed for gym	Get dressed for gym	Get dressed for gym
8:30 AM	Drive to gym	Drive to gym	Drive to gym	Drive to gym
8:45 AM	Exercise	Exercise	Exercise	Exercise
9:00 AM	Exercise	Exercise	Exercise	Exercise
6:15 AM	Exercise	Exercise	Exercise	Exercise
6:30 AM	Get dressed	Get dressed	Get dressed	Get dressed
6:45 AM	Get dressed	Get dressed	Get dressed	Get dressed
7:00 AM	Drive home/get kids ready	Drive home/get kids ready	Drive home/get kids ready	Drive home/get kids ready
7:15 AM	Drive home/get kids ready	Drive home/get kids ready	Drive home/get kids ready	Drive home/get kids ready
7:30 AM	Commute to work	Commute to work	Commute to work	Commute to work
7:45 AM	Commute to work	Commute to work	Commute to work	Commute to work

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Wrap-Up & Walk-Aways

Bring Awareness → Build Resilience → Go Practice

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Thank You!

"Everything begins with an idea."

Earl Nightingale

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Find Joy Off The Path, LLC
Human Resources Consulting & Coaching

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- www.facebook.com/findjoyoffthepath

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