



THE CENTER FOR
Clarity, Compassion & Contentment

find your center



Addressing Burnout & Improving Wellbeing

Kim Perone, MA, CLC, CWMF Wellbeing Coach & Mindfulness Facilitator

When clarity, compassion, and contentment are present an inspired life is possible.

An “Occupational Phenomenon”

Burnout is defined as

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

Source:

www.who.int/mental_health/evidence/burn-out/en/



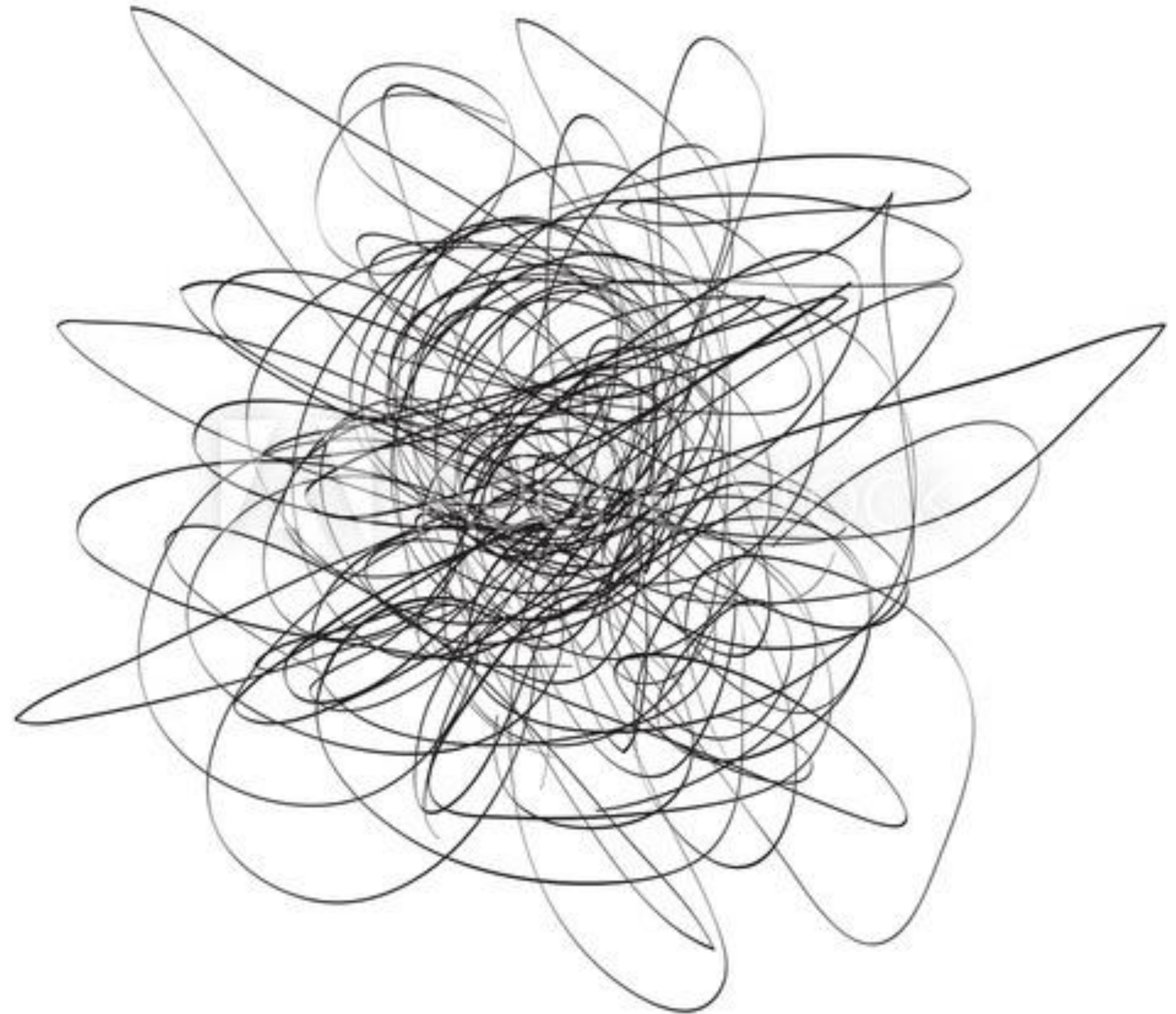
World Health Organization

V *olatile*

U *ncertain*

C *omplex*

A *mbiguous*



THE COST OF CHRONIC STRESS

33%

of employees
experience
chronic stress¹

28%

Intend to change
jobs due to
stress¹

75%

Of doctor visits
are due to
stress²

5-8%

Of health care
costs are stress-
related³

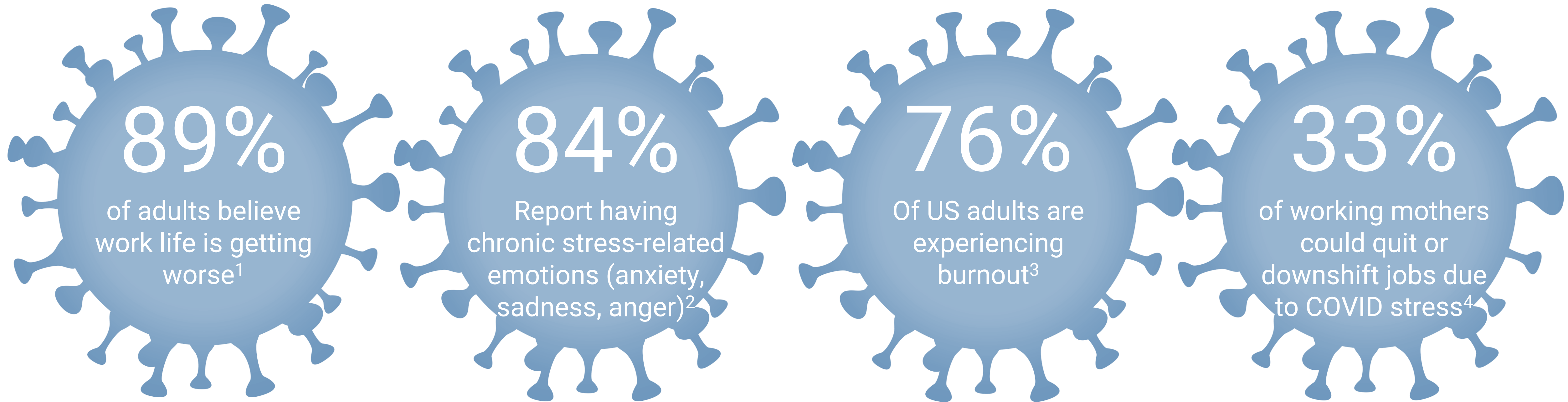
\$300 billion

¹ American Psychological Association's 2016 Work and Well-being Survey, American Psychological Association Center for Organized Excellence 2016.

² Nerurkar A, Bitton A, Davis RB, Phillips RS, Yeh G. When Physicians Counsel About Stress: Results of a National Study. *JAMA Intern Med.* 2013; 173(1): 76-77.

³ The Relationship Between Workplace Stressors and Mortality and Health Costs in the United States, Stanford business professors Jeffrey Pfeffer et al, 2015.

THE IMPACT OF COVID-19 ON WORK-RELATED STRESS



¹ Harvard Business Review, *The Burnout Crisis*, Rethinking Burnout Survey, Jennifer Moss, et al, 2021

² American Psychological Association's *Stress in America: January 2021 Stress Snapshot*, American Psychological Association, 2021.

³ Gallup's *Employee Burnout: Causes and Cures*, Gallup, Inc., 2020.

⁴ McKinsey's *Women in the Workplace Study 2020*, McKinsey & Company and Lean In, September 2020.

STRESS vs BURNOUT

- Overengagement
- Reactive or over reactive emotions
- Sense of urgency and hyperactivity
- Lost or diminished energy
- Leads to anxiety
- Physically tolling

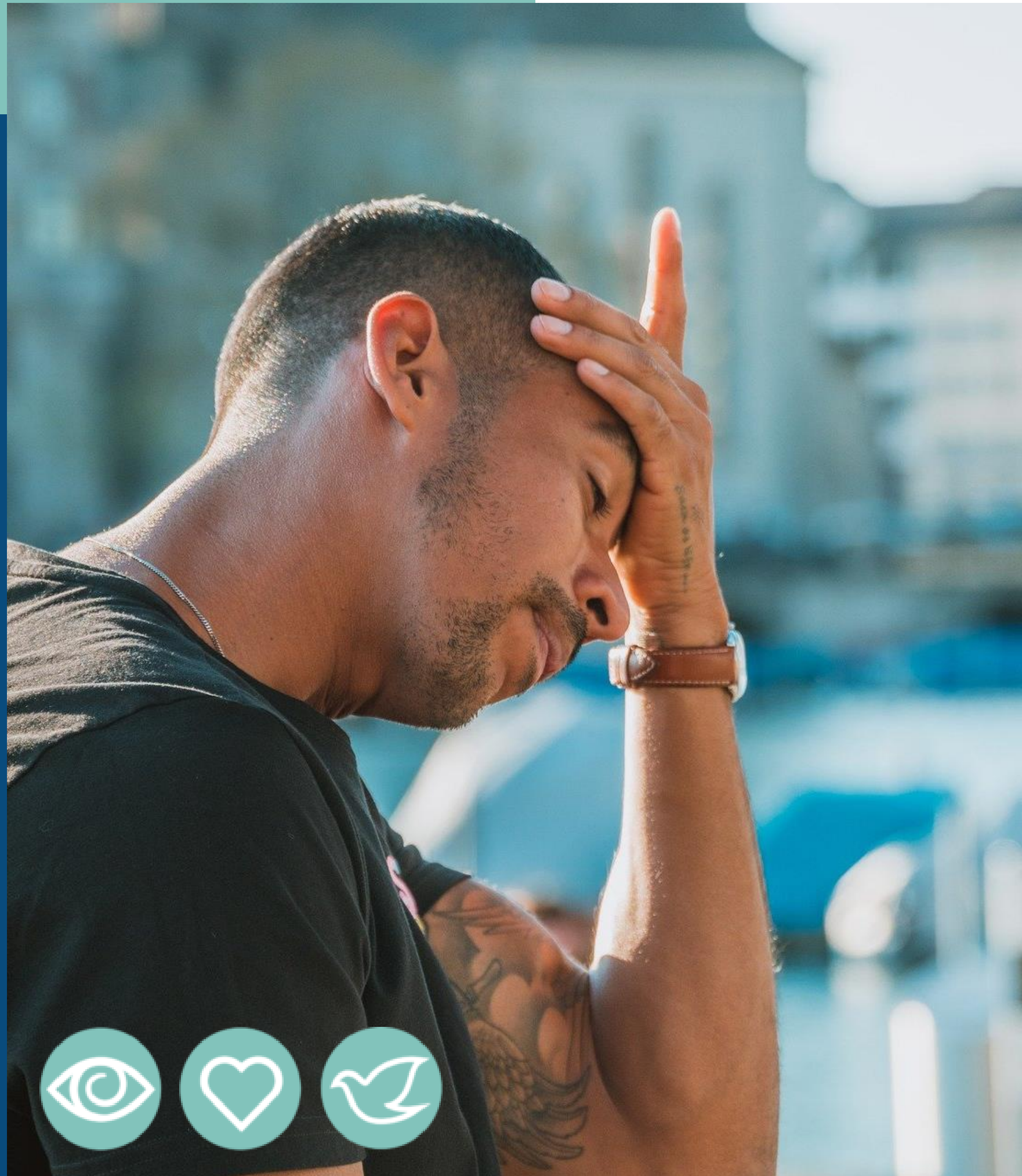


- Disengagement
- Blunted or distant emotions
- Sense of helplessness
- Motivation is lost or diminished
- Leads to feeling depressed
- Emotionally tolling

Preventing burnout
requires your intervention.

Symptoms Of Burnout

- ✓ Exhaustion
- ✓ Cynicism
- ✓ Lack of Focus
- ✓ Irritation
- ✓ Headaches
- ✓ Gut aches
- ✓ Overuse of comforts
- ✓ Disengagement



Ways to Improve Wellbeing

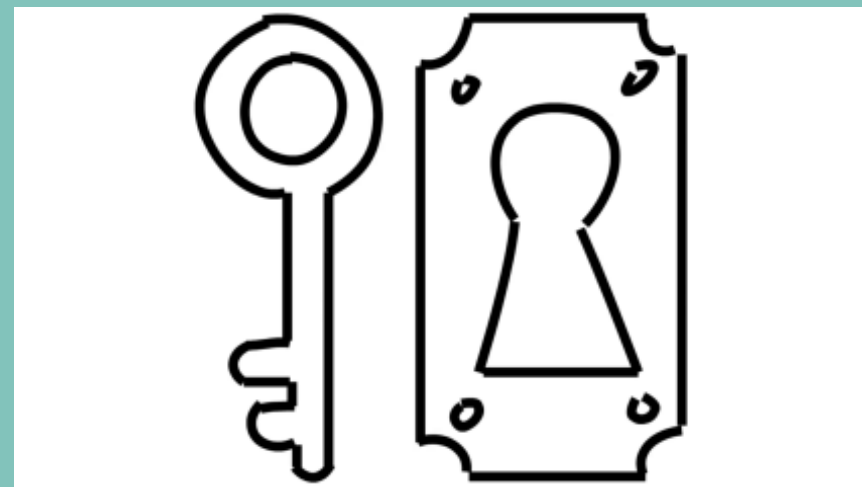
- ✓ Recreate/Take a Break
- ✓ Sleep
- ✓ Eat well
- ✓ Do something new
- ✓ Establish boundaries
- ✓ Exercise
- ✓ Learn how to control thoughts



STRESS REDUCTION

THOUGHTS

EGO VS.
BEING



BRAIN'S
NEGATIVITY
BIAS



THOUGHTS

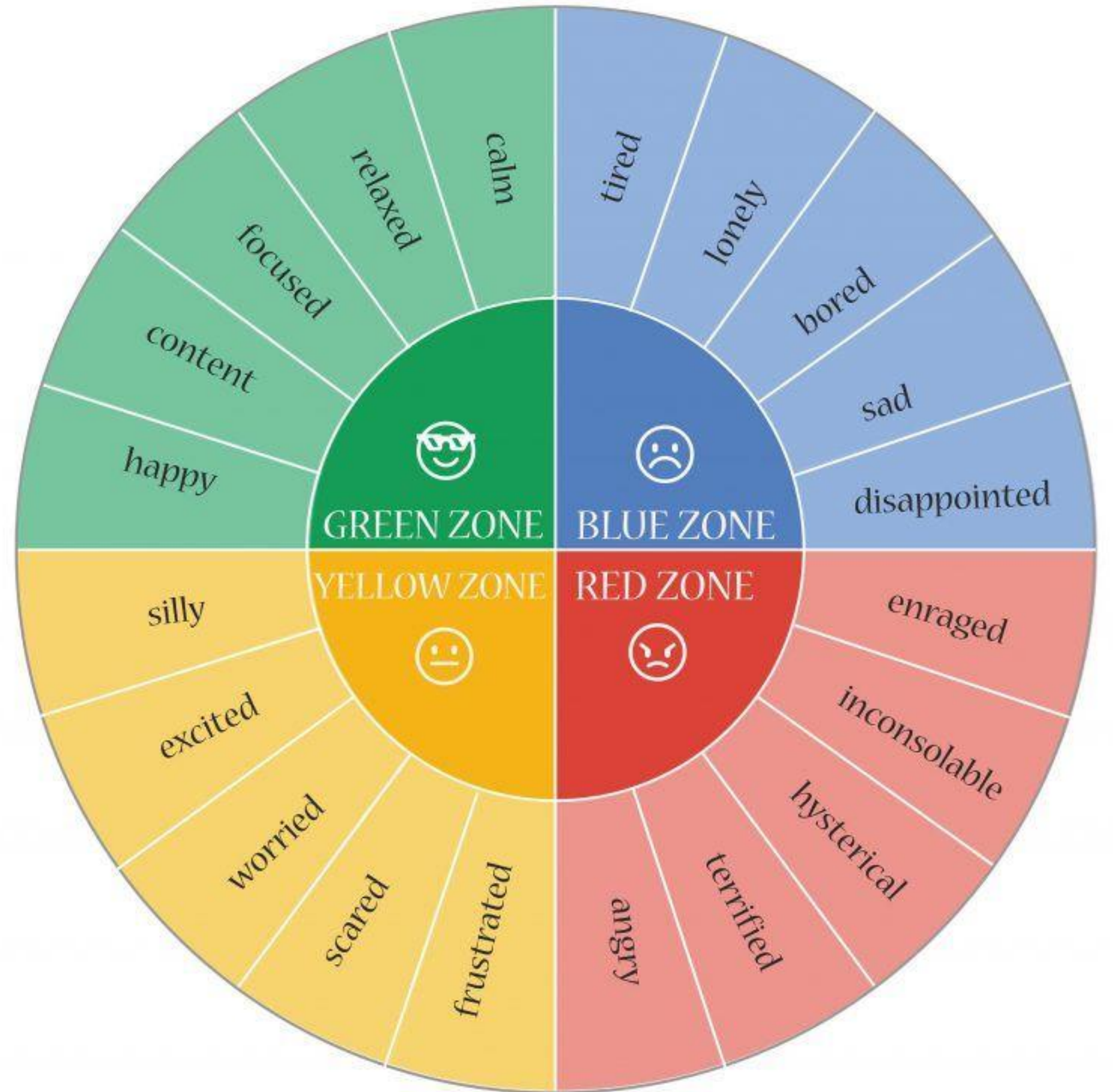
SEE YOUR
THOUGHTS



DON'T BE
YOUR
THOUGHTS

Emotions

Feel your feelings
as good emotional
hygiene.



MINDFULNESS

...is observing the present moment non-judgmentally.



Mind Full, or Mindful?

ABCD

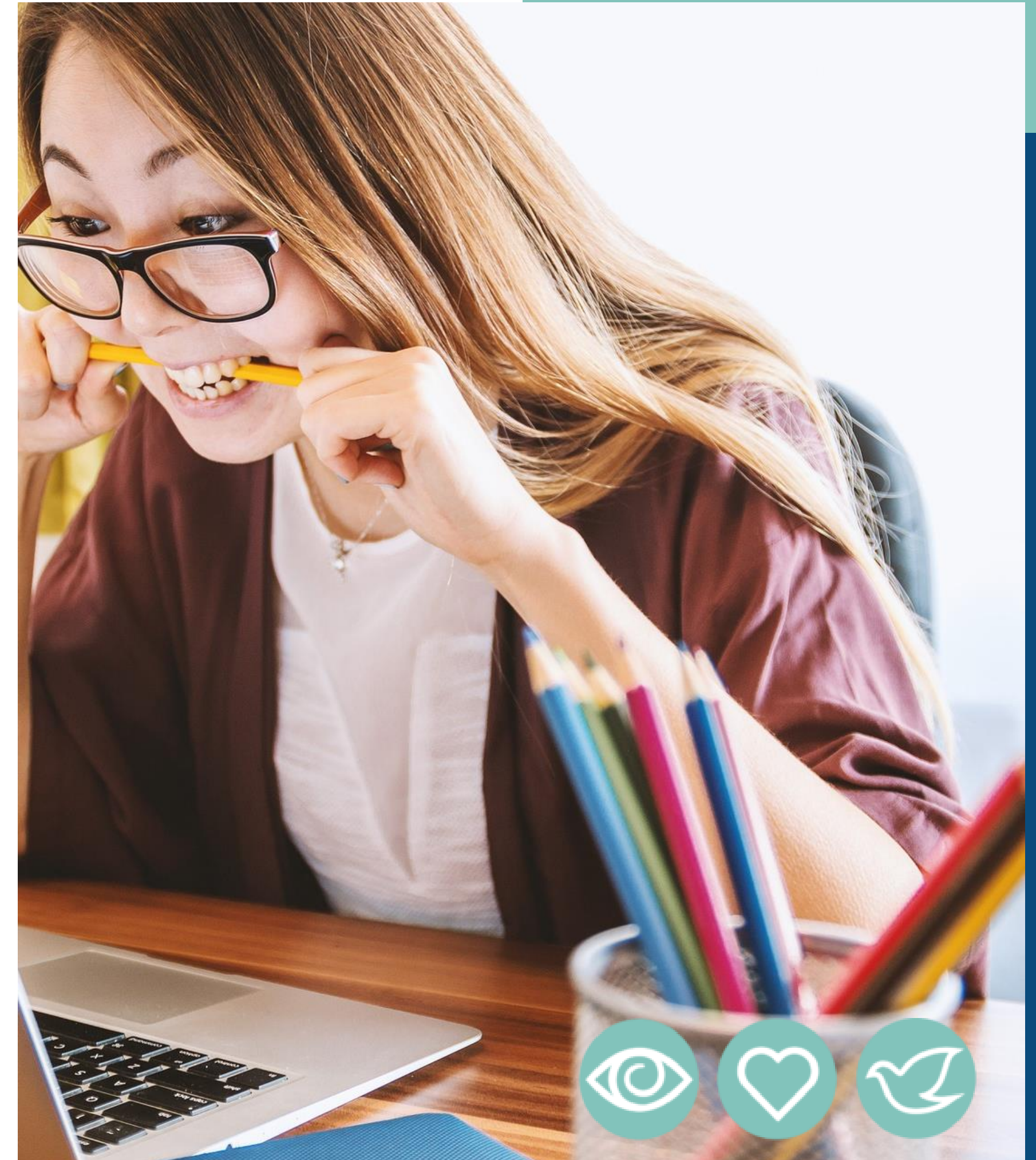
- ✓ A – Anchor
- ✓ B – Breath
- ✓ C – Counting
- ✓ D – Distraction



EMBODIMENT

Where do you hold your stress?

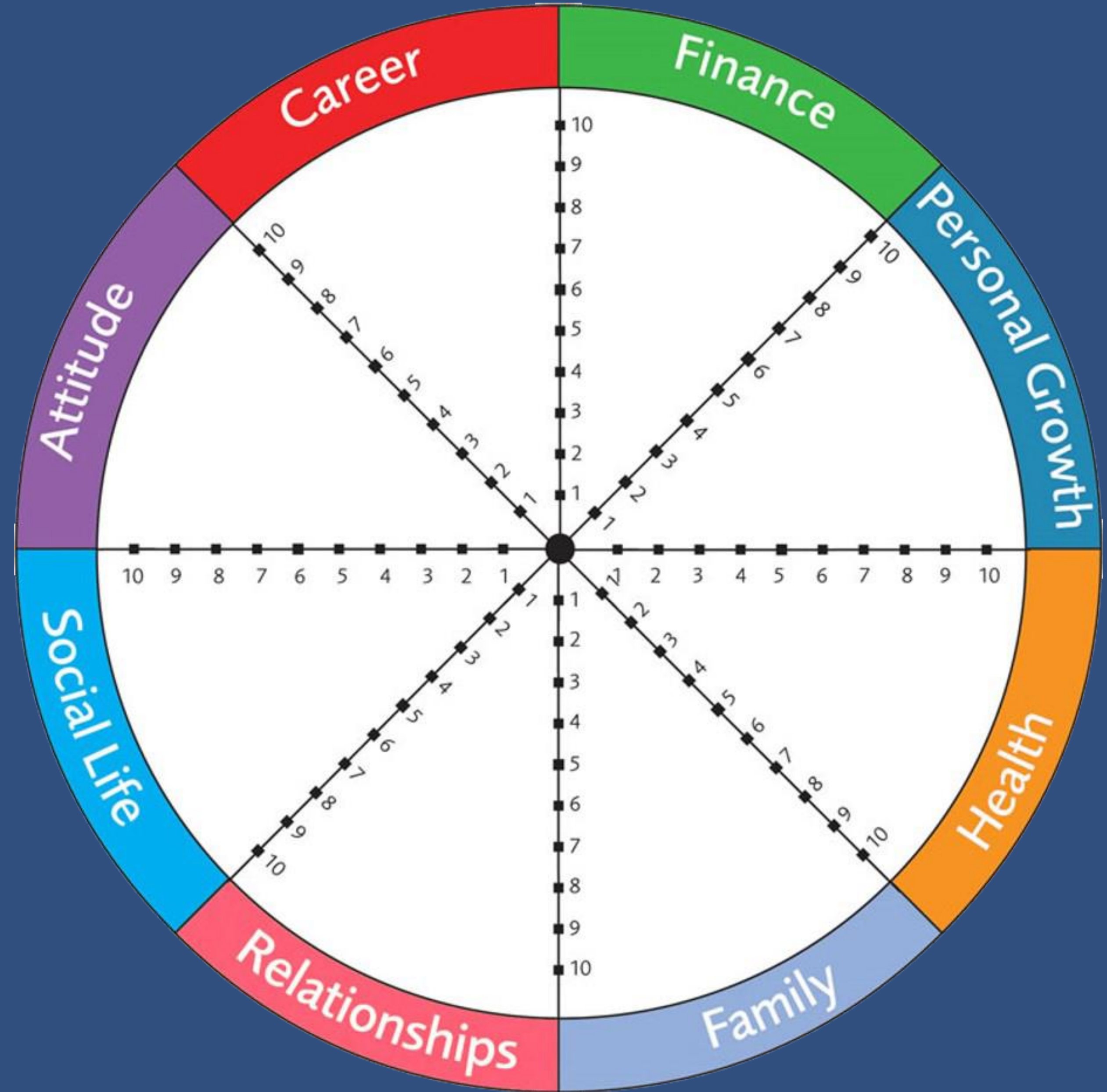
- ✓ Head
- ✓ Neck
- ✓ Jaw
- ✓ Stomach
- ✓ Shoulders
- ✓ Feet
- ✓ Back



REFLECTION

The BIG picture

Take a step back
and reflect...



SELF-CARE PLANNING

- Intentional
- Proactive
- Sustainable
- Critical





THE CENTER FOR
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CENTER4C SELF CARE PLAN

Cultivating clarity, compassion & contentment in our lives.

Self Care Planning is....

Tangible, incremental, accessible, healthy care for yourself, rather than fleeting, indulgent, costly or unhealthy. By keeping a self care plan handy you will find your center. Do you commit to providing yourself essential care?

Signature _____

Date: _____

Intention: How do you want to feel?

Goals: What are short and long term goals?

Professional:

Physical:

Psychological:

Emotional:

Spiritual:

Relationship:

Other:

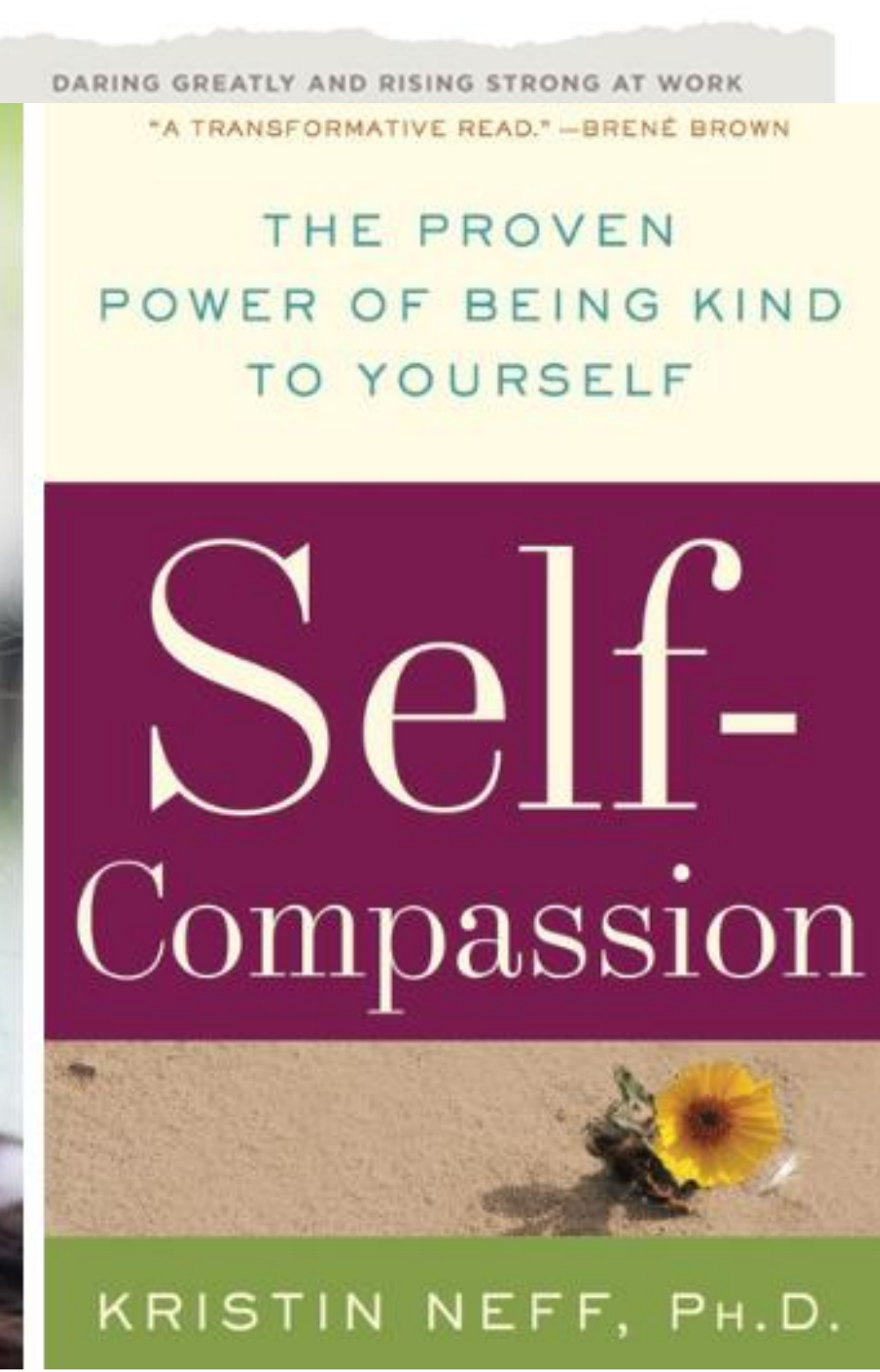
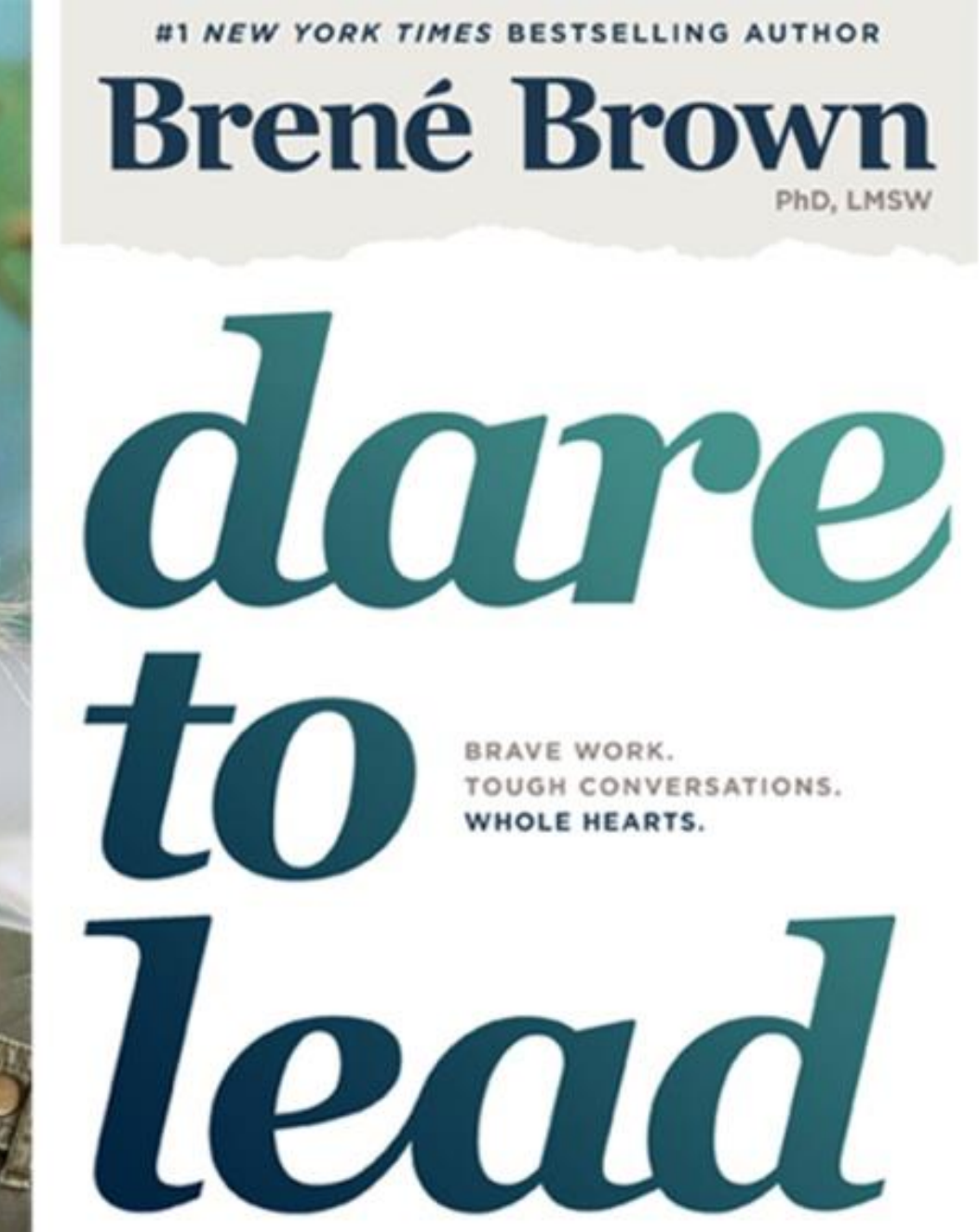
SELF-COMPASSION

THE RESEARCHERS:

- Brene Brown
- Kristin Neff, PhD

www.Brenebrown.com

www.Self-compassion.org



- ✓ Take time off
- ✓ Reflect on life
- ✓ Practice mindfulness
- ✓ Develop a self-care plan
- ✓ Show yourself compassion

**...and don't forget
to breathe!**





"Opportunities to find deeper powers within ourselves come when life seems most challenging."

~ Joseph Campbell

CONTACT

Kim Perone, MA, CLC
Success, Bereavement,
Resilience Coach &
Mindfulness Trainer

kperone@center4c.com
(518) 301-3593

www.center4c.com
[Calendly.com/kimperone](https://calendly.com/kimperone)



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