USC Dornsife Wellbeing Series: BURNOUT

with Special Guest Campus Wellbeing & Education

August 13, 2020
3:00 PM – 4:10 PM
Agenda

- Reflection
- What is Burnout?
- The Stress Cycle
- Belonging & Culture
- Self-Awareness
- Adjourn
Reflection

• What does the term “burnout” mean to you?
• Why do you feel what you are feeling?
What is Burnout?

Not just an individual failure, but due to:

“prolonged exposure to chronic emotional and interpersonal stressors on the job”

... the essential focus should be on the

“individual stress experience within a larger context of people’s relation to their work.”

Maslach, 2016
What is Burnout?

- Emotional exhaustion
- Cynicism & Depersonalization
- Inefficacy
The Stress Cycle

1. Stressor
2. Reaction to Stress
3. Wear and Tear on Body and Organ Systems
4. Reduced Optimum Health
5. Increased Sensitivity to Stress

USC Dornsife
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THE STRESS CYCLE

You have dealt with Stressor.

Have you stopped Stressing?

7 WAYS TO COMPLETE THE STRESS CYCLE

- PHYSICAL ACTIVITY
- YOUR CREW
- BREATHING
- LAUGHTER
- AFFECTION
- CRYING
- CREATIVE EXPRESSION
Core Needs

- Autonomy
- Sense of Belonging
- Competence & Feeling Good
- Meaning
- Psychological Safety & Fairness
Culture & Success

• Culture shapes definition of “work ethic”

• The ethos of “work” and a “good worker”
Burnout & Belonging

- Central to burnout is the lack of congruence between a person, their values, their goals, aspirations, and their workplace culture.
Reflection

What is the environmental factor that needs to change to prevent/tackle burnout?
Cultivating...

Wellbeing

Contextual awareness

Self-awareness
Shift the perspective from the *self* to *the self in context*

- Recognize the struggle
- Explore and be curious
- Be self-compassionate
- Problem solve or let go
Mindful Meditation
Thank you!

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