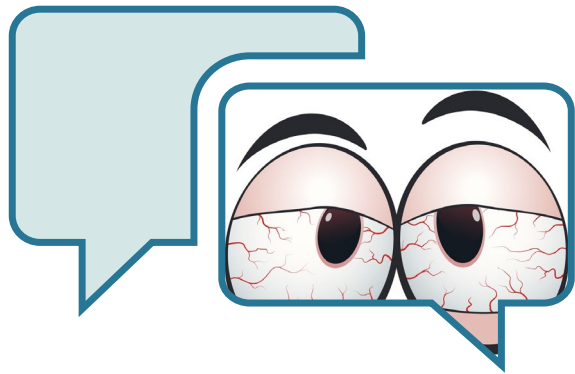


CAREGIVER BURNOUT

Managing Sparks and
Rebuilding Energy



AGING & ADULT SERVICES

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What does a person showing signs of burnout look or sound like?

WHO: International Classifications

“Burnout is a syndrome [group of symptoms] conceptualized as resulting from chronic workplace stress that has not been successfully managed. ... Burn-out refers specifically to phenomena in the occupational context...”

The Center for Disease Control (CDC) 2022 research reports that 46% of care professionals are experiencing symptoms of burnout, and 53% of family caregivers are reporting declining health related to caring for others.



Research by
Dr. Christina Maslach
UC Berkley, Professor of Psychology

Dr. Laurie Santos,
Yale University, Professor of Psychology
The Happiness Lab

A set of conditions:

- Value mismatch
- Increase in (unbearable) workload
- Real or perceived unfairness

A set of behaviors:

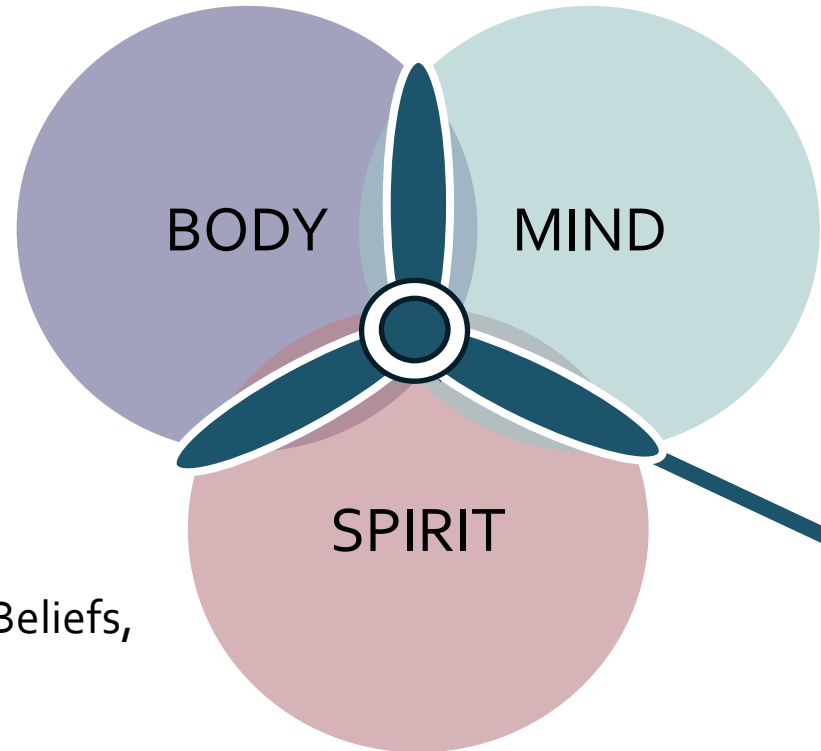
- Emotional exhaustion
- Cynicism, deepening distrust/mistrust
- Personal ineffectiveness

- When the conditions are right, the match is lit.
- Burnout is not determined by where the flame is on the match—but rather if the symptoms and behaviors appear and begin the impact a person’s ability to remain effective or respond in a healthy manner.



Respect Whole-body Fatigue

Physical Functions,
5 Senses, Cells



Psychological, Cognitive,
Reason, Learn, Make Choices

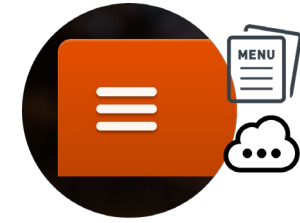
Meaning, Purpose, Core Beliefs,
Desires, and Hopes

Burnout cripples the core,
the “energy drive” or
propeller that makes
everything else work.

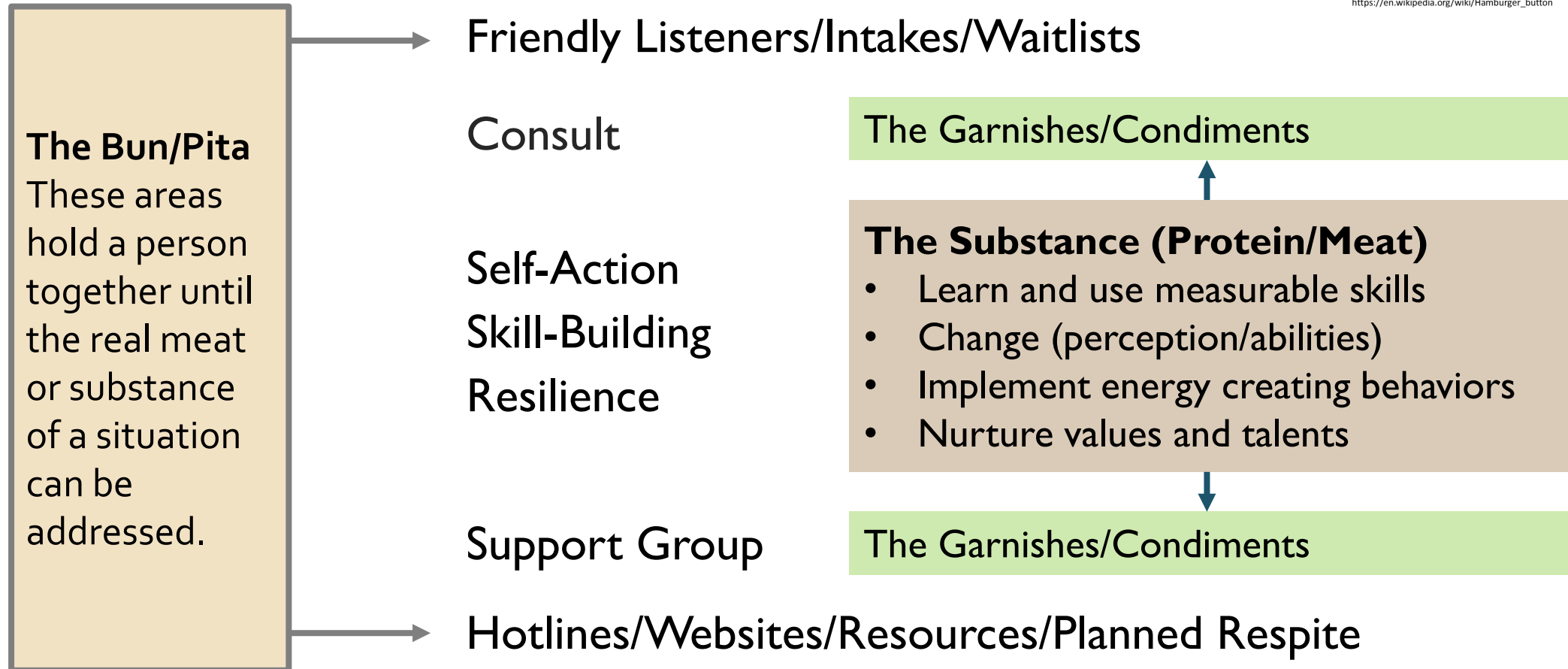
*How do we manage the path
that leads to burnout?*



The Hamburger Model



https://en.wikipedia.org/wiki/Hamburger_button



The Hamburger Model



https://en.wikipedia.org/wiki/Hamburger_button



*Do my choices to manage
burnout lead to “more”?*

And if so, more what?

*Burnout, tasks, energy, progress, skill,
joy...*



The Charcuterie Approach



- Imagine yourself eating a small snack—savoring every bite. You can choose to eat one, three, or six items—but when you are full, you stop.
- Now imagine your parent making you eat every crumb on your plate, just to get permission to get down from the table.
- A caregiver should not be required to sit through a six-part series just to learn the one skill they need from chapter three, paragraph seven.

A Charcuterie Experiment

Let's review two behaviors caregivers can control:

1. Energy draining behaviors
2. Energy building behaviors



A Charcuterie Experiment

Energy draining behavior

I do not set good sleep boundaries. I troll on my cell phone until midnight trying to forget the challenges of the day. I am sleeping less than four hours a night. I look and feel like a zombie.

Energy building behavior

I turn off all electronics at 9:00 PM. I spend one to two hours reading a novel, meditating, or listening to music. My “fight or flight” seems to be relaxing. My ability to sleep is slowly improving.

A Charcuterie Experiment

Think of an energy draining behavior:

What energy building behavior could replace it?



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A set of behaviors:

- Emotional exhaustion (whole body fatigue)
- Cynicism, deepening distrust/mistrust
- Personal ineffectiveness

“Reality Check” Questions

1. Do I currently show symptoms of burnout? Which ones?
2. Do my values match my current work/care load? I choose this.
3. Can I adjust my work or care load? If not, can I find support options that minimize the impact the load has on my capacity/abilities?
4. Do I believe the system I work in is fair or equitable? Am I willing to work in it even if it is not?
5. Are my personal wellness efforts enough to avoid or repair burnout?
6. Can I stay “safely” where I am? (wellness, quality of life)

It's all about the direction...



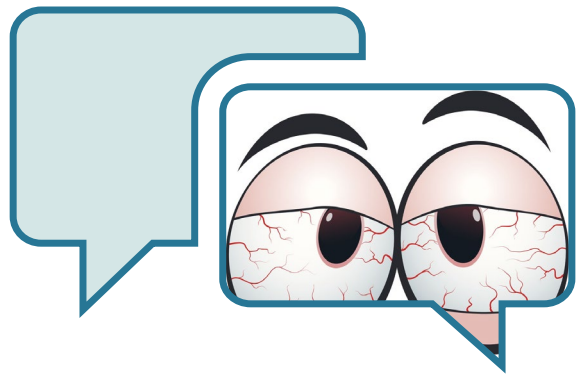
What direction are you going—toward or away from burnout?

1

What one new possible action or perspective did you gain today that could shift your current direction?



What will you do with what you learned today?



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CAREGIVER BURNOUT

Questions?