

Division of Laboratory Systems



Managing Burnout in a Post-COVID-19 World

Nancy J. Lewis

2/6/2024



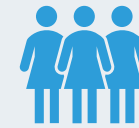
Agenda

- Introduction
 - *New and relevant OneLab™ Resources*
 - *Today's Presenter*
- *Managing Burnout in a Post-COVID-19 World*
- Q&A
- Upcoming Events

Participant Rules of Engagement for the Webinar Chat

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- **Have a question for the presenter?** Use the Q&A function, *not* the chat.

- **Show Respect and Professionalism.** Inappropriate language, improper conduct, or any form of discrimination may result in removal from the webinar.



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Presenter



Nancy J. Lewis

President
Progressive Techniques, Inc.



A Unified Response to Training Needs

Managing Burnout in a Post COVID-19 World

Nancy J. Lewis, MS, SHRM-CP, PHR, RCC

DATE: 2/6/24



“Balance is not better time management, but better boundary management. Balance means making choices and enjoying those choices.”

— Betsy Jacobson

Icebreaker



Learning Objectives



- Identify **signs of burnout** in your life
- Develop **coping strategies** for burnout
- Recognize the importance of **work-life harmony**
- Learn **stress management techniques**
- Create a strategy for **self-care**



Burnout...

Burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress. It happens when you feel overwhelmed and unable to meet constant demands.

The World Health Organization (WHO) classifies burnout as a “syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”



Common Causes:



- Lack of control
- Unclear or unrealistic job expectations
- Lack of support all around
- Extremes of activity
- Dysfunctional workplace dynamics
- Work-life imbalance

Just to name a few...

You may be on the path to burnout if...

- Every day is a bad day.
- Caring about your work or home life seems to be a total waste of time.
- You're exhausted all the time.
- You feel like nothing makes a difference or is valued or appreciated.
- Everything gets on your nerves.
- You find yourself angry most of the time.
- You have neglected self-care.



Dealing With Burnout:

The Three “R” Approach

Recognize – Watch for warning signs of burnout.

Reverse – Undo the damage by managing stress and seeking support.

Resilience – Build your resilience to stress by taking care of your physical and emotional health.



Difference between stress and burnout:

Burnout may be the result of unrelenting stress, but it isn't the same as too much stress.

Stress, by and large, involves too much: too many pressures that demand too much of you physically and psychologically.

Burnout, on the other hand, is about *not enough*. Being burned out means feeling empty, devoid of motivation, and beyond caring.



Some Differences Between Stress & Burnout...

Stress	Burnout
Characterized by over-engagement	Characterized by disengagement
Emotions are over-reactive	Emotions are blunted
Produces urgency and hyperactivity	Produces helplessness and hopelessness
Loss of energy	Loss of motivation, ideals, and hope
Primary damage is physical	Primary damage is emotional
Leads to anxiety disorders	Leads to detachment and depression



Strategies to cope with burnout include...



- Start your day off giving thanks, journaling, or reading something that inspires you.
- Adopt healthy eating, exercising, and sleeping habits.
- Set boundaries.
- Take a daily break from technology.
- Nourish your creative side.
- Learn how to manage stress.

More on strategies to cope with burnout...



The most effective way to combat burnout is to stop doing what you are doing or do something else. If that is not possible, consider the following:

1. Actively address the problem and your concerns.
2. Clarify your job description.
3. Ask for new duties.
4. Take time off and unplug.

What is stress?

Stress is your body's way of responding to any kind of pressure or demand.

Stress is the “wear and tear” our minds and bodies experience as we attempt to cope with our continually changing environment.

Is stress bad?

No. Not all stress is bad. It depends on the situation and how it's handled.



Steps to manage stress:



- Take breaks when needed ... set boundaries.
- Exercise.
- Learn how to say “NO.”
- Take care of yourself! (Self-care is not selfish!)
- Establish a normal routine that works for you.
- Stop and count your blessings.

Steps to manage stress:



- Seek out social support.
- Spend time with loved ones and friends.
- Take time off just to refresh, replenish, and renew you!
- Realize you can't be all things to all people all the time!
- Ask yourself, will this issue matter in 24 hours?
- Get spiritually grounded.

And the list goes on and on...

Why is work-life harmony important?

- Better physical health
- Fewer burnouts
- Reduced stress
- Increased creativity
- Higher morale
- Lower absenteeism
- Better relationships
- Fewer health problems

Add your own to the list...



Self-care



Self-care is the practice of taking an active role in protecting one's own well-being and happiness, in particular, during times of stress.

Self-care IS NOT selfish!! I need to keep reminding you of this!!



Self-care ABC's:

A – Awareness

B – Balance & Boundaries

C – Commitment



More on self-care:



Create it.

Questions to ask yourself?

- What makes me feel most at peace?
- What brings me joy?
- What brings me a sense of purpose?
- Where do I find meaning and value in my life?
- What is my WHY?
- What makes me laugh out loud?

Remember:





Thank
You



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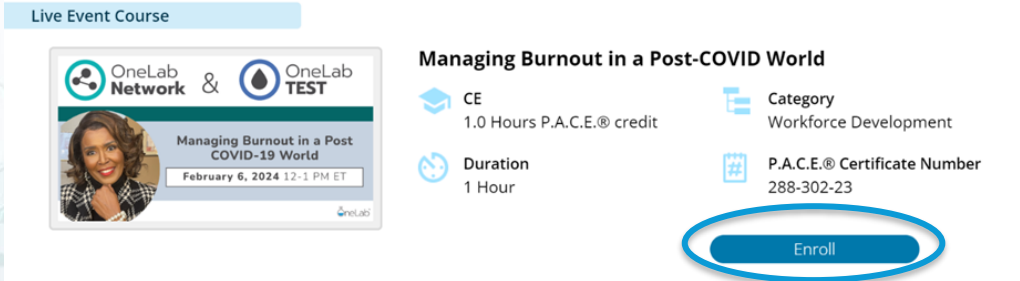


Questions?

Continuing Education

After participating in today's session, to receive continuing education credits you must:

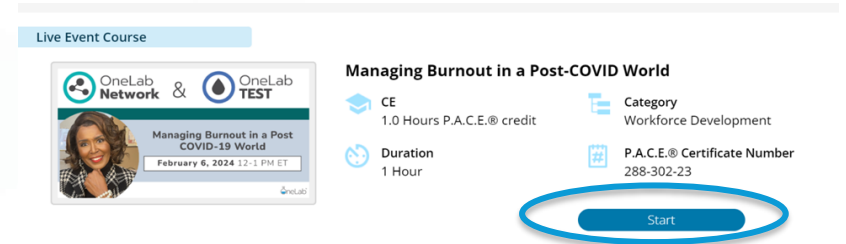
1. Log into your [OneLab REACH account](#). You must be logged into your REACH account to access the evaluation.
2. Click on [this link](#) to take you to the survey.
3. Enter passcode "R439"
4. Click "Enroll"



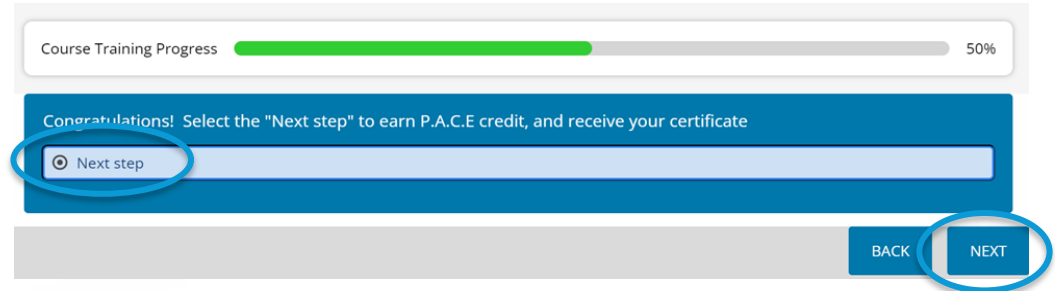
5. Select "Start Course".



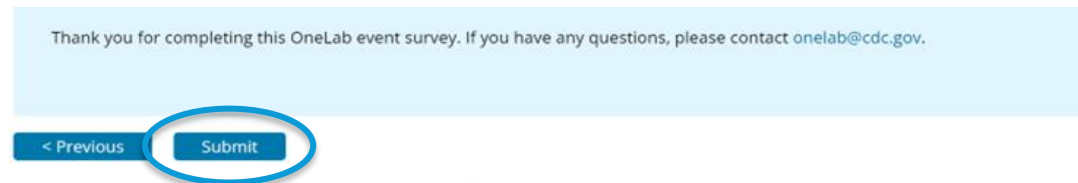
6. Select "Start".



7. Select "Next step" and "Next".



8. Complete the evaluation and click "Submit". Receive your P.A.C.E.® certificate in your [MyLearnerHub](#).



DLS ECHO Biosafety Program

- Upcoming sessions:
 - **February 27** - A Stepwise Process to Improve Biorisk Management Systems
 - **March 26** - Leadership: Roles, Responsibilities, and Authorities
 - **April 30** - Leadership: Roles, Responsibilities and Authorities

- For questions, contact DLSbiosafety@cdc.gov

Safe Labs

Biosafety > Resources

- [Biosafety](#)
- Initiatives
- Trainings
- Resources**

Biological Risk Assessment: General Considerations for Laboratories

[ECHO \(Extension for Community Healthcare Outcomes\) Biosafety Project](#)




[Biosafety Town Hall](#)

Related Links

[Division of Laboratory Systems \(DLS\)](#)

ECHO (Extension for Community Healthcare Outcomes) Biosafety Program

[Print](#)

The Extension for Community Healthcare Outcomes (ECHO) Biosafety Program addresses challenges in clinical and public health laboratories through the development of a community of practice (CoP). This project is an adaptation of the clinician-based [ECHO Model](#)™, developed by the University of New Mexico Health Sciences Center. The [ECHO Model](#)™ invites peers to engage in a virtual environment on a frequent, regular basis where they share support, guidance, and feedback. The goal of this project is to use the ECHO Model to improve biosafety in clinical and public health laboratories by increasing the knowledge and skills of the biosafety CoP members to address previously identified biosafety gaps. The objectives of this project are to:

- Discuss biosafety challenges among clinical and public health laboratory professionals
- Foster collaborations and sharing of laboratory biosafety expertise
- Promote the application of best biosafety practices and advance the culture and practice of laboratory safety

The ECHO Biosafety sessions are 60-90 minutes each and occur every month. The CoP members convening at the sessions will share best practices, tools, and resources to address biosafety gaps in clinical and public health laboratories.

For questions, contact DLSbiosafety@cdc.gov.

Connect virtually by Zoom to attend the ECHO Biosafety sessions:
<https://cdc.zoomgov.com/meeting/register/yjlsd06uqTgpHCSf2XEj28Y829jQvKgwj4>

www.cdc.gov/safelabs/resources-tools/echo-biosafety.html

Upcoming OneLab Network Events



Risk Assessment in Clinical Laboratories

March 27, 2024 from 12 PM ET to 1 PM ET

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