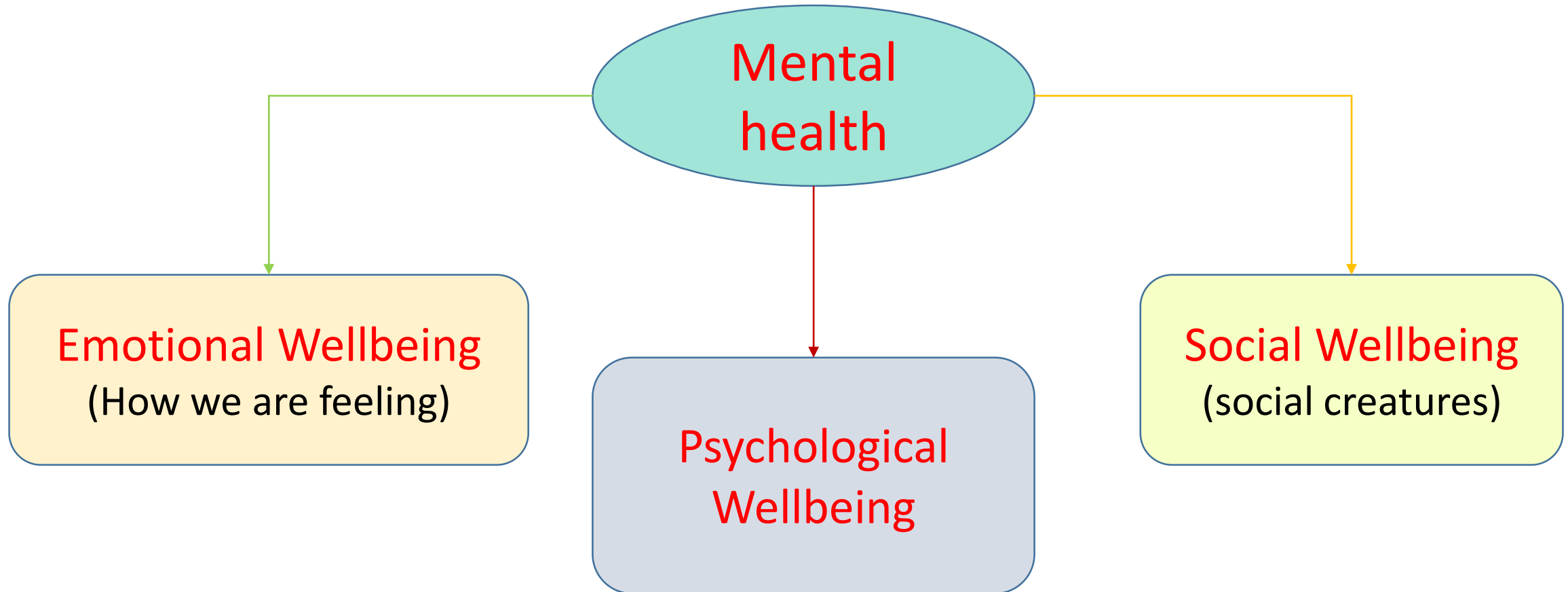


Mental health and wellbeing at the work place

BURNOUT

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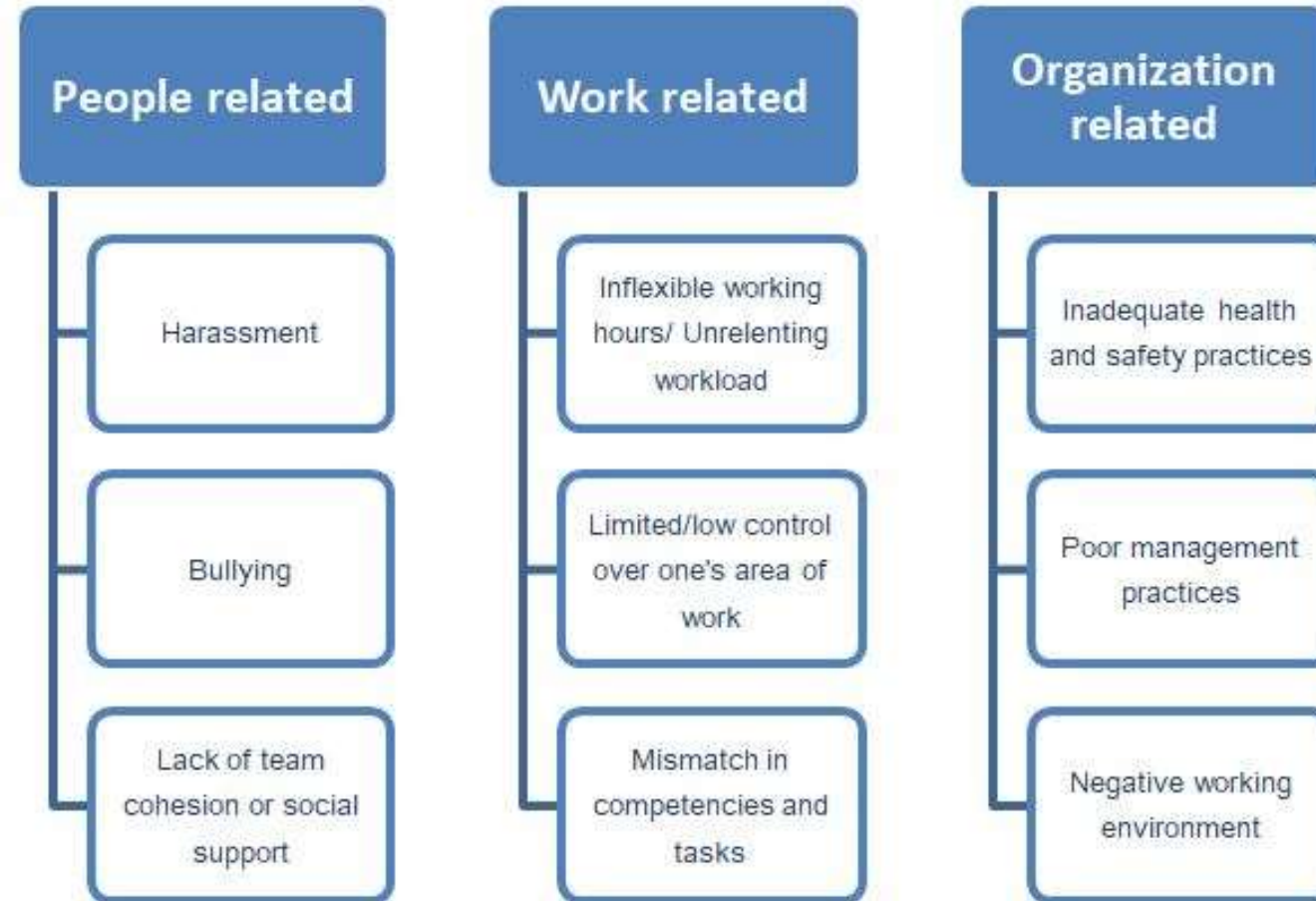
What is mental health?



Workplace mental health and wellbeing

- A positive working environment- where you look forward to go every morning.

Threats...



*Figure 1: How workplaces impact mental health. Adapted from “Threats to a mentally healthy workforce” by Sarin 2019, *People Matters*. Retrieved November 20, 2019 from <https://www.peplemattersglobal.com/article/work-culture/managing-mental-health-at-workplaces-22605>*

Stress and burnout

- Stress involves too much; but a stressed person still believes they will be okay once everything is under control.
- On the other hand, burnout is about not enough; a burnt-out person has no hope of positive change regarding their situation. Involves feelings of emptiness and lack of motivation.
- Burnout is the result of chronic stress, but it isn't the same as too much stress (Smith, Segal, Robinson and Segal, 2018).

Some major differences

Burnout	Stress
Involves disengagement	Involves over engagement
Blunted emotions	Overactive emotions
Helplessness and hopelessness	Urgency and hyperactivity
Loss of motivation and hope	Loss of energy
Results in detachment and depression	Results in anxiety disorders

Figure 2. Some major differences between burnout and stress. Adapted from “Burnout Prevention and Treatment Techniques for Dealing with Overwhelming Stress,” by M. Smith et al. 2018, *Helpguide.org Trusted guide to mental, emotional & social health*. Retrieved May 3, 2018 from <https://www.helpguide.org/articles/stress/burnout-prevention-and-recovery.htm?pdf=true>. Copyright by Helpguide.Org

Symptoms of burnout

- Physical
 - Tired and drained
 - Lowered immunity
 - Altered sleep patterns and appetite
 - Frequent headaches
- Emotional
 - Detachment
 - Failure and self-doubt
 - Loss of motivation
 - Helpless, trapped and defeated
 - Increased cynicism
 - Decreased sense of accomplishment

- Behavioural
 - Overeating
 - Using drugs
 - Withdrawing from responsibilities
 - Isolating self from others
 - Increased procrastination
 - Missing work or coming in late and leaving early
 - Removing frustration on others

Do you have any of these symptoms? Or maybe someone you may know?

Implications on the brain

- Burnout can overwhelm cognitive skills and neuroendocrine systems, leading to changes in the anatomy and functioning of the brain (Michel, 2016).
- Stockholm University, Sweden- Amygdala found to be enlarged in people diagnosed with burnout.

Weaker connections found between:

- amygdala and anterior cingulate cortex (ACC) (involved in empathy, impulse control, emotion and decision making).
- Amygdala and medial prefrontal cortex (mPFC) (involved in executive function).

Difficulty in controlling negative emotions.

- Karolinska Institutet, Sweden- larger amygdala and thinning of the mPFC resulting in memory, attentional and emotional difficulties in burnout patients.
- Neuroimaging studies- brains of people that have experienced severe early life trauma found to have similar patterns to people that have clinical burnout (Michel, 2016).
- Neuroendocrine system- during chronic stress, the body reacts by producing high levels of cortisol. When the levels remain high for too long, the hypothalamic-pituitary-adrenal (HPA)axis downshifts to abnormally low levels of cortisol which are associated with severe stress and trauma, indicating a burnout in the body's response system (Michel, 2016).

Burnout and depression

- Symptoms sound similar.
- International Journal of Stress Management: out of 5,000 teachers, 90 percent that were identified as "burned out" also met diagnostic criteria for depression (Gilbert, 2019).
- Journal of Health Psychology: A massive overlap of symptoms was found between burnout and depression; including changes in sleep patterns, fatigue, and anhedonia.

Key differences

- David Hellerstein, M.D., professor of Clinical psychiatry at Columbia University and author of *Heal Your Brain: How the New Neuropsychiatry Can Help You Go from Better to Well*, tells us: if you are able to find enthusiasm while doing other things away from work, then that's not depression, it is burnout.
- Prolonged burnout can lead to depression, and the treatment for that would be medication and therapy.

Statistics

- Results of a recent Gallup study of 7,500 full-time employees (Wigert & Agrawal, 2018);
 - 23% often or always feel burned out.
 - 44% feel burned out sometimes.
 - Makes up around two-thirds of full time workers.
- Burned out employees have a:
 - 63% higher chance of taking a sick off.
 - 2.6 times more likely to be seeking another job.
 - 13% lower confidence in their performance.
 - Half as likely to discuss performance goals with their managers.

Consequences...

- Absentism
- High turnover rates
- Lower productivity
- Substance use as a coping mechanism

Promoting mental health at the workplace; recommended by WHO



Figure 3: How workplaces impact mental health. Adapted from “Threats to a mentally healthy workforce” by Sarin 2019, People Matters. Retrieved November 20, 2019 from <https://www.peplemattersglobal.com/article/work-culture/managing-mental-health-at-workplaces-22605>