

# Burnout Prevention: Practical Strategies for Building Resilience For LTC Staff & Administrators

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# Faculty/Presenter Disclosure

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# Disclosure of Financial Support

- This program has **NOT** received financial support other than the support of the MOHLTC
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- Potential for conflict(s) of interest:

**None to be disclosed**



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# Burnout Prevention

Practical Strategies for Building Resilience of LTC Staff & Administrators

By Elizabeth Scarlett, Registered Psychotherapist  
Co-founder of the Behavior Elevation Academy



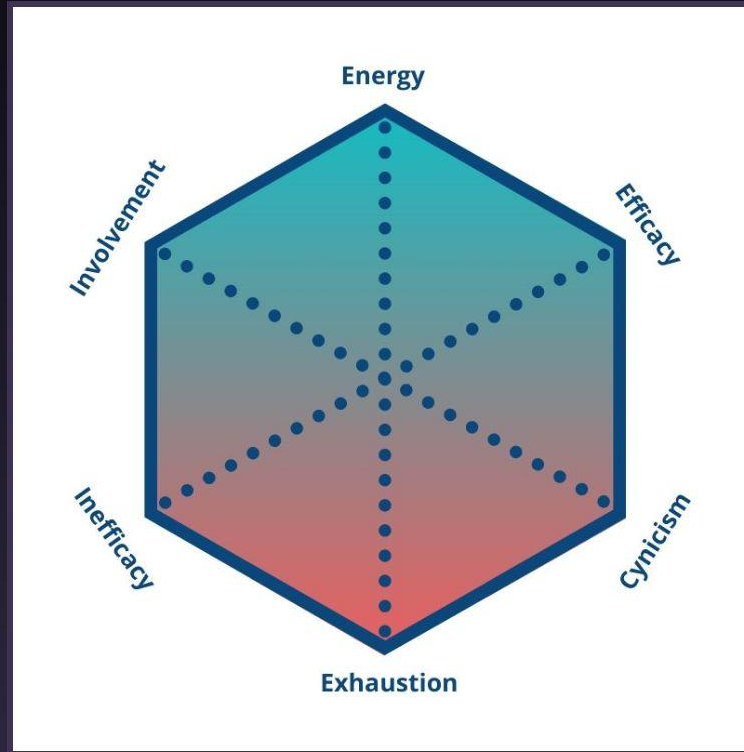
**BEHAVIOR ELEVATION ACADEMY**

# A Few Notes About Me

- **Registered psychotherapist and clinical supervisor in Ontario, Co-founder of Behavior Elevation Academy**
- **Over 15 years community mental health/front line experience**
- **Specialize in:**
  1. Suicide Intervention
  2. Complex trauma
  3. Substance use
  4. Burnout Prevention
- **Have experienced burnout firsthand**

# Objectives for today

- **To better understand the phenomenon of burnout**
- **To introduce some practical strategies for preventing burnout**



# BURNOUT HEXAGON

# Energy to Exhaustion



- **What many of us think of when we hear “Burnout”**
- **Emotional element of burnout**
- **Usually the easiest to spot, but also the easiest to “write off”**

# Signs of Exhaustion

- **I'm not just tired, I'm DRAINED.**
- **Physically I am prone to headaches, digestive upset, or muscle aches not otherwise explained.**
- **I feel overwhelmed or like I can't keep up with my work.**
- **I have trouble falling asleep (or falling back asleep) because I'm thinking about work.**
- **I don't feel I have enough energy for people or tasks outside of work.**

# Involvement to Cynicism



- **Mental element of burnout**
- **Marked by our response to others**
- **Other people will likely notice this before you do**

# Signs of Cynicism

- **I feel detached from the work I'm doing.**
- **I wonder what the point is in terms of my work.**
- **I think or dream about leaving my job on a regular basis.**
- **I find myself feeling angry or irritable with my colleagues (whether I show it or not)**
- **I find myself becoming increasingly skeptical/unable to trust clients or colleagues.**

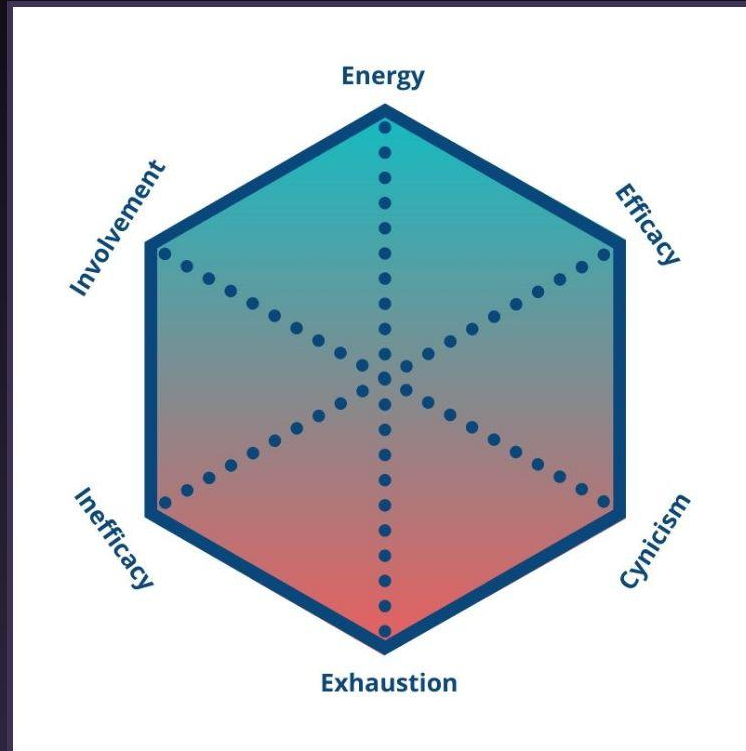
# Efficacy to Inefficacy



- **The behavioral element of burnout**
- **Marked by our response to ourselves**
- **Usually hardest to define/understand**
- **Feeling Unproductive**

# Signs of Inefficacy

- **I feel unproductive even though I'm really busy.**
- **I am quick to question the value of the work I do.**
- **I'm afraid I'll be exposed as a fraud at work.**
- **I feel less appreciated at work than I have in the past.**
- **I compare myself to others who do similar work and don't feel like I measure up.**



# BURNOUT HEXAGON

# What is Resilience?

- **The ability to effectively adapt/cope with adverse events and change**
- **Think of it as a behavior rather than a personal trait**
- **It is not the same as pretending everything is fine or being unaffected by negative events**

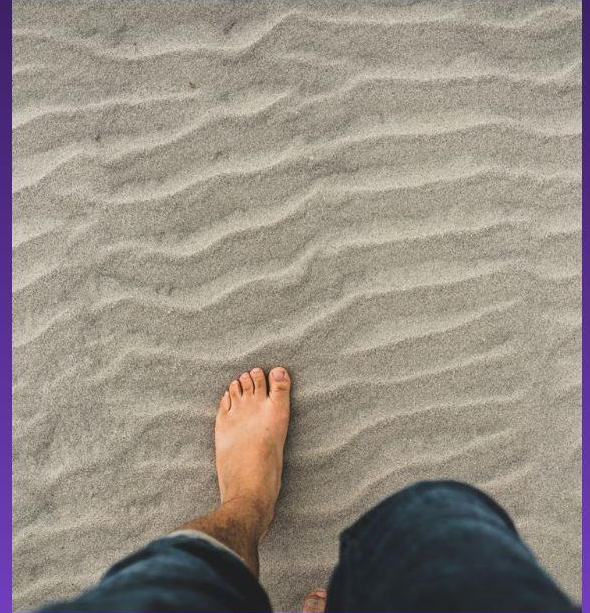
# Practical Resources: Coping Strategies



**Distraction**



**Self Soothing**



**Grounding**

# Increasing Energy through Distraction

- **Distraction: Escape the moment**
- **Best when mind is racing/stuck**
- **Difference between healthy distractions and “shadow comforts”**
- **Distraction with intention as opposed to autopilot or “zoning out”**

# Improving Involvement through Self Soothing

- **Self-Soothing:**  
Enjoy the moment
- **Best when wanting to unwind**
- **Focuses on the 5 senses**
- **What would comfort me?**
- **Note: doesn't have to be calm. sometimes music with a heavy beat, or an intense workout can be soothing.**

# Enhancing Efficacy Through Grounding

- **Grounding:**  
**Be in the Moment**
- **Best when feeling overwhelmed/highly charged**
- **Orients to the present**
- **Examples: counting, breathing, mindfulness activities**

# ADDITIONAL RESOURCES/LINKS

- **CLRI HAS RESOURCES FOR STAFF TEAMS**  
[HTTPS://CLRI-LTC.CA/COVID19/#SECTION1](https://clri-ltc.ca/covid19/#section1)
- **BEHAVIOR ELEVATION ACADEMY:**  
[HTTPS://BEHAVIORELEVATIONACADEMY.COM/](https://behaviorelevationacademy.com/)
  - Blog posts & weekly email updates
  - Free “Coping with Stress of COVID-19” mini-course
- **MINDFULNESS APPS**
  - Insight Timer
  - Headspace
  - Calm
  - My Life: Stop, Think, Breathe

# THANK YOU!



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