

Overcoming Stress and Burnout

Welcome to overcoming stress and burnout. My name is Melanie. I am a registered nurse and a certified health and wellness coach. I will be moderating part of this and also co-presenting with our main presenter, Allison. I will be with you periodically throughout the presentation. And coming back at the very end to walk you through an activity that I hope you will find very relaxing. I am now going to turn it over to Allison.

Thank you, Melanie. My name is Allison Johnstone. I am a licensed clinical social worker, a certified employee assistance national, and assessment professional. I am a trainer at Magellan, I have been here about 23 years. Welcome to the presentation. The objectives of today's webinar is to define the difference between stress and burnout. Understand the causes of stress and burnout, and learn lifestyle changes and coping strategies to manage stress and burnout. Most everyone has experienced multiple stressors over the past year. It has been quite a year. During these uncertain times, if we don't manage our stress, we may eventually find ourselves in a state of burnout. Today, we will define the difference between stress and burnout. Some of the causes, and some simple lifestyle changes and coping strategies to help you handle stress and prevent burnout. At the end of the presentation, Melanie, we will have some additional resources. First, let's start with a simple definition of the difference between stress and burnout. Stress is a condition or a feeling experienced when a person perceives that the demands exceed the personal and social resources. All of us experience stress, that is normal. Burnout is the state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands. As the stress continues, you begin to lose the interest and motivation and are likely to take on a certain role in the first place. Burnout is a reaction to prolonged or chronic job stress, and has three main dimensions. Exhaustion, cynicism, less identification with the job, and feelings of reduced professional ability or feeling that the job has little meaning. Burnout reduces productivity, leaving you feeling increasingly helpless, hopeless, and resentful. Eventually, you may feel like you have nothing more to give. This slide is basically a comparison. There is a difference between stress and burnout. They are not necessarily absolute. There could be some crossover between them. Just to give you a general idea of what the key differences are. When you are stressed, you become over engaged with things. You get overly involved in your job or other responsibilities, or in your personal life. With burnout, you end up not caring. Perhaps, not associating with people as much. Or not feeling like doing your job, or just having issues focusing. Kind of a laissez-faire attitude. Stress, often, results in overreactive emotions. When people get stressed, your kids, your husband, your spouse at work, you tends to overreact with those emotions. Burnout leads to blended emotions. Like numbness or feelings of detachment. Stress can lead to a sense of urgency. Hyperactivity. Always feeling on the go. P feeling pressured. That can be internal or external pressure. Burnout can have feelings of helplessness and hopelessness, and feeling like things will just not get better. Stress can lead to lots of energy. Burnout is characterized by loss of motivation, ideals, and hope. Stress often leads to anxiety while burnout can lead to detachment and depression. Stress can cause physical damage to the body while burnout can cause, mainly, emotional damage. The main take away from all of this is that burnout is really that feeling of numbness, bluntness of emotions, some degree of apathy, and loss of motivation. If you would like to pull over the poll questions, please.

Sure. I have a poll question for you. The question is, I'm currently experiencing more stress and I feel like I can manage. The answers are yes, no, or unsure. To vote on this, click on the radio button, which is at

that round button right in front of your answer. Once you click on it, it will put a black dot in the middle of it. That indicates that your vote has tallied. Again, just click on the radio button in front of your answer. Answer yes, no, or unsure. I will give you a few seconds here and I will let everybody know where we are at with this. Okay. I will broadcast this. It's a small Paul. You can see we have Allison, 41 of the people are saying yes, they do feel like they have more stress than they can manage. 35% are no. 23% are I'm sure. Probably why they came here today. Thanks, everyone, for voting.

Thank you very much. I know it is tough times for a lot of people. I appreciate your answer in that poll. We are going to look, next, at some of the causes of chronic stress and burnout. There can be worked causes, things like feeling like you have little control over your work. Maybe lack of recognition or reward for your work. Unclear or overly demanding job expectations. Doing work that is monotonous or unchallenging. Working in a chaotic or high-pressure environment. There is also lifestyle causes of burnout which would include things like working too much without enough time for socializing or relaxing, lack of close, supportive relationships, taking on too many responsibilities without getting enough help from other people. And not getting enough sleep. A personality trait can also contribute to burnout. You might have some perfectionistic tendencies. Nothing is ever good enough, no matter what I do. Pessimistic views of yourself in the world. The need to be in control and may be a reluctance to delegate to other people. Also, high achieving kind of type A personality types could also be leading down the burnout Road. We are going to explore some of the work strategies that can help you deal with that feeling of numbness or bluntness, burnout kind of thing. If you feel like your job is just so monotonous and unfulfilling, one way to combat job burnout is to find a job you love instead. We are not advocating for you to quit your job. That is a highly personal choice and takes a lot of insightful consideration. For many of us, we are grateful to have worked. Also, we may love what we do, but we are just going through a rough patch. Whatever your situation, though, there are still some set steps you can take to improve your state of mind. Try to find some value in your work. Even in some mundane jobs, you can often focus on how your role helps others. For example, or provide so much needed product or service. Focus on aspects of the job that you do enjoy, even if it is just chatting with your coworkers at lunch. Changing your attitude toward your job can help you regain a sense of purpose and control. Making friends at work, having strong ties in the workplace can help reduce that monotony and counter the effects of burnout. Having friends to chat and joke with during the day can help relieve stress from and unfulfilling or demanding job. It can improve your job performance, or simply get you through a rough day. Taking time off and recharging. If burnout seems inevitable, try to take a complete break from work. You can go on a vacation for example, or maybe inquire about the possibility of mental health days in lieu of sick days. Anything to remove yourself from the situation can be helpful. Use the time away to recharge your batteries and pursue other methods of recovery. Say no now to say yes later. Which has a lot to do with boundaries. Don't over extend yourself. Learning how to say no to requests on your time is challenging for a lot of people. If you find this difficult, remind yourself that saying no allows you to say yes to the commitments you want to make. It is really a case of getting those important boundaries, prioritizing what is important, and, for some people, you know, there can be a sense of guilt, something like that, and, but you have to try to take care of yourself and sometimes, you know, you may end up disappointing people. That is okay. You can explain it, you know, I can't right now, maybe at a different time. Take a daily break from technology. Set a time each day where you completely disconnect. Put away your laptop. Turn off your phone. Stop checking email or social media. Nourish your creative side. Creativity is a powerful antidote to burnout. Try something new. Start a fun project or resume a favorite hobby. Choose activities that have nothing to do with work. Or whatever it

is that is causing your stress. Next, we will explore some behavioral strategies in order to help with burnout and stress. I will talk a little bit about what we call emotional intelligence. Sometimes, this is also referred to as emotional quotient. EQ for short. It is the ability to understand, use, and manage your emotions in positive ways to relieve stress, communicate effectively, emphasize with others, overcome challenges, and diffuse conflicts. Here are a few simple ways to build your EQ. Become aware of how effectively you use nonverbal communication. It is impossible to avoid sending nonverbal messages to others about what you think and feel. The many muscles in the face, especially those around the eyes, nose, mouth, and forehead help you to wordlessly convey your own emotions as well as read other people's emotional intent. The emotional part of your brain is always on. Even if you ignore its messages, others won't. Recognizing the nonverbal messages that you send to others can play a huge part in improving your relationships. Examine how you react to stressful situations. Do you become upset every time there is a delay or something doesn't happen the way you want? Do you blame others or become angry at them, even if it is not their fault? The ability to stay calm and in control when difficult situations is highly valued in the business world and outside it. If your emotions are under control when things go wrong. Examine how your actions will affect others. Before we take the action, if your decision will impact others, put yourself in their place. How will they feel if you do this? Would you want that experience? If you must take the action, how can you help others deal with the effects? Observe how you react to people. Do you rush to judgment for you know all the facts? Do you stereotype? Look honestly at how you think and interact with other people. Try to put yourself in their place and be more open and accepting of their perspective and their needs. Manage your energy. Have you ever had a time when you started something. You are going at it full force only to find that you lose your energy and can't keep up the pace? I think we can all relate to doing that at one point or another. Managing your energy can help bring your best performance to whatever activity comes up. Whether it is being able to fully concentrate when listening to others, contributing creative ideas in a meeting, or completely focusing on a critical task. Believe it or not, there are ways to manage your energy. First, we need to understand what can drain our energy. By understanding what drains us, we can determine how to increase feelings of invigoration. Things that decrease your energy include having a bad attitude. I was looking at the negative. Our negative thoughts can really suck and drain the energy out of us. Being around unsupportive people, being with people that take and don't give back or disrespectful. People that don't respect our boundaries can also drain us of energy. Unresolved issues such as not dealing with anger or resentment. Those are all areas that can lead to a decrease in energy. Now, we are going to do a poll in relation to energy. Can you be pulled over?

Sure. This poll question is a short answer poll meaning that you will want to type your answer into the text box where it says type your answer here. Be sure to click on the icon to the right. That's what will broadcast your answers to us. We're not broadcasting to everyone. We will redo some of the responses here. The question is what are some other things you can think of that decrease your energy. Allison, people are thinking of a lot of things here. Talking about negative people. Procrastination. Boring tasks.

Yeah. And worrying about family, friends.

Yeah. And sleep is coming up quite a bit.

Yes. I saw that.

Yes. Not eating. We will talk in a little bit about eating. That is one of them. Someone else mentioned in beauty and leadership. Sometimes, we don't really know what the path is that we are supposed to go on

or a lack of knowledge of what should be done. Kind of exhausting going to our minds trying to figure it out.

Sure. Absolutely.

Yeah. Lots of people talking about working on. Or overcommitment. A lack of what appears to be a feasible password. Absolutely. Thank you all for sharing that. I will go ahead and take the poll down now. Thank you. So, we won't always be able to avoid the sayings that decrease our energy. We may be able to control how much time we spend on the things that lower our energy level versus things that increase our energy. The idea is to manage our energy so that we have enough of it to get the things done in a day that are most important to us. So, one is setting boundaries. It sounds so simple. In reality, it is an area that many people struggle with. Know your limits and stick to them. Whether in your personal or professional life, taking on more than you can handle is a surefire recipe for stress. Distinguish between the should and the must. When possible, say no to taking on too much. If you need help, we will share some additional resources at the end of today's presentation to help you in this area. Now, I will talk about some typical strategies that you can use as well. The first one is exercise. I know, even though it may be the last thing you feel like doing when you're burned out, exercise is a powerful antidote to stress and burnout. It is also something you can do right now to boost your mood. A 10 minute walk can improve your mood for up to two hours. Any physical types of exercise like running, swimming, martial arts, or dancing can help. To maximize stress relief, focus on your body and how it feels when you move. The sensation of your feet hitting the ground, for example. Or the wind on your skin. Nutrition is also important. What you put in your body can have a profound effect on your energy and mood. Try these steps. Try to minimize sugar and refined carbohydrates. These carbon carbohydrate foods quickly lead to a crash in mood and energy. Reduce your high intake of foods that can adversely affect your mood like caffeine, unhealthy fats, and foods with chemical preservatives or hormones. Eat more omega-3 fatty acids. It will give your mood a boost. The best sources of fatty fish like salmon, herring, mackerel, sardines. Seaweed, flaxseed, and walnuts are all good sources. Avoid nicotine. Smoking when you are feeling stressed may feel calming, but nicotine is a powerful stimulant. It leads to higher, not lower levels of anxiety. Drink alcohol in moderation. Alcohol can temporarily reduce worry, but too much can cause anxiety as it wears off. Sleep and relaxation, I know a lot of people mentioned that on our poll. Healthy sleep habits are really important to develop. Things like putting away your phone an hour or so before bed. Creating some kind of sleep ritual for yourself that could be music, taking a bath, taking a walk. Try to avoid doing anything like reading or strenuous exercise because that can trigger your brain that it is meant for reading and not sleeping. Also, take up a relaxation practice. Things like yoga, meditation, and deep breathing can help activate the bodies relaxation response. A state of restfulness that is the opposite of the fight or flight mobilization stress response. As you learn and practice these techniques, your stress levels will decrease and your mind and body will become calm and centered. Allison, I am going to go back to the slide before. Just move back for a second. I think we need to talk a little bit more about managing energy and may be some ways to increase energy. I'm wondering if you can go back to that one and just talk a little bit more about that.

Sure. Exactly. So, the key is to try to increase your energy. A lot of it really has to do with how you manage stressful situations. So, because the more stressed you are, the more draining and tiring it can be. It is really learning good stress management techniques whether it is taking a break, going for a walk, that can help some people. Some things that are fulfilling, a passion that you have that you haven't

explored before. Really, kind of, what I find helpful sometimes is making a checklist about things that you really love doing that are passionate. That can certainly help increase your energy levels as well.

Great. I do find for myself, also, some people had mentioned the negative thoughts can tend to drain and decrease my energy. That helps. Those are good things. Just finding someone to be supportive is going to keep me through things. I did want to ask people a question about this. Energy seems to be something that can be difficult to manage. I would like everyone to consider that. What is it that you do that replenishes yourself? This is really important. We talked about what depletes you, but what is it that you are going to do? What increases positive energy? The energy where you feel energized, confident, and invigorated. This is an important part of our well-being. A lot of people are talking about fitness and exercise.

Sitting in the sun. I like to do that. There is something about the warm.

Breathing is very good as well. An excellent technique.

Yeah. Taking walks or being with your dog for a walk, or being with your pet. Those are things that increase energy. Swimming. Sounds like someone likes to just go and have a challenge, doing something that is difficult. Short trips that involve photography. A great way to express yourself.

Playing piano. Whatever it is that you are passionate about that you can really get into that is going to give a positive outcome and feeling. Great. Thank you so much for those. I'm glad you got a moment to kind of think about that. I want to make sure you find ways to invigorate yourself and keep up that positive energy when needed. Allison, I am going to go ahead and move on from here. I told everyone I was going to come back toward the end here. I was going to walk them through this activity. We will do that right now. I just wanted to let you know, before we get started, what I want to ask you is on a scale of 1 to 10, with 10 being the most, and one being the least, how much stress do you feel right now? I would like you to rate yourself here on the screen. On a scale of 1 to 10, where are you? One being very little and 10 being extremely stressed. Where are you? I'm not going to broadcast all of these results. I'm going to review the highest number that we have here. It looks like most people are around a seven or an eight on that scale of 1 to 10. Again, a seven or an eight, Allison. Feeling pretty stressed today. Thank you so much for answering that. Go ahead, Allison. That is correct.

That is exactly why, you know, you chose to be here today. You are right in the place where you need to be. You know, that is, you know, a normal expected response for many people., Melanie, they are feeling a lot of stress.

Absolutely. One thing we probably didn't iterate in the beginning is that we are going through some really basic tips today on how you can manage stress. At the end, after we are done with this activity, I will share with you some information and some resources that you can take this a step further. This is just probably scratching the surface for you today. I will walk you through this activity that I hope will help to destress you some. I will pull this poll question out of the way. What I will do is walk you through a mindfulness meditation based on cognitive diffusion. That is a technique that will help you cope with uncomfortable or unhelpful thoughts and feelings. If you think about your brain as kind of a tree, it has branches that go out and within those branches, there is thoughts that we have kind of hanging out. Similar to if you can think of maybe jumping from one tree to the next, one branch to the next. That is kind of how our thoughts are. They are jumping all over in our minds. No matter how much we try to

stop them, there is no way we can completely stop our thoughts. They're just part of our human nature and part of you we are. The exercise we will do today is called leaves on stream. It was created by the mindful muse . I will have that link for you available at the end. It is in a handout here. That should be available to you, again, at the very end. I will give you some links. For the next 4 to 5 minutes, I will walk you through this relaxation technique. What I want you to do is understand that as we go through it, I will walk you through it, you will have short periods of silence. Just let that happen. I will not talk and let you experience the silence and let you experience the activity without me speaking. Just know you have not lost your sound. Just try to focus on the activity. The idea is to learn to recognize your thoughts, nonjudgmentally. That is really important. We want to just recognize our thoughts and learn to let them go. If you have never done anything like this before, understand that it may be a struggle. You may have difficulty continued thoughts and feeling distracted. That is all completely normal. I just ask you to be compassionate toward yourself and gently and in an uncritical manner redirect your thoughts back to the activity and just do this as many times as necessary. If you're someone who tends to beat up on yourself, please just show compassion, talk to yourself as you would a friend. Gently redirect yourself back to the activity. First, get yourself into a comfortable position. You need to loosen your clothes a little bit, do that. Might even move around a little bit in your chair. Shake out your arms. Check out your legs. Roll your shoulders if you're holding tension there. Roll your neck, release the tension. If you are comfortable, you can close your eyes. If not, just focus on something. Something in front of you. Just let your eyes gently become fixed on a spot in the room. I would like you to take three deep belly breaths. Breathing in through your nose, letting the oxygen go all the way down to your belly. It will rise. Once you have completed the three deep breaths, I want you to breathe normally. I would like you to visualize yourself sitting serenely in the middle of the woods next to a gently flowing stream. With leaves floating along the surface of the water. You can hear the water trickling, watching the leaves flow by, just sit one moment and watch the leaves as they come by in your vision and slowly just go out away and you can see them any longer. I would like you to take each thought that entered her mind and visualize placing it on a leaf and watch it float downstream. Do this with each thought. If it is painful, if it is pleasurable, if it is neutral, do that on the leaf and let it float downstream. Even if you have something that is joyous or something enthusiastic about , put that on the leaf and let it float by. Allow the stream to flow at its own pace. Don't try to speeded up and rush through your thoughts. Not trying to rush the leaves along, or get rid of your thoughts. You are allowing them to come and go at their own pace. If you start to think this isn't working, I am bored, or I'm not doing this right, place those thoughts on the leaf also. Let them pass. If the thought continually comes up, nonjudgmentally, put it on the leaf and let it pass downstream. If it difficult feeling arises, acknowledge it, say to yourself I notice that I'm having this feeling, it might be boredom, impatience, frustration. Place those thoughts on the leaf and allow them to float along down the stream. Your thoughts may distract you from being fully present this exercise. This is normal. As soon as you realize that you have become sidetracked, gently black bring your attention back to the visualization exercise. Now bring yourself back to the present moment, start to move around a bit, open your eyes if they are closed. Just look around the room and become aware of your surroundings. Move yourself around a little bit and become fully aware. Before we started this exercise, I asked you to write your stress level on that 1 to 10 scale. 10 being the highest and one being the lowest. What I want you to do now is rate yourself at this given moment, after you have completed this exercise, where does your stress level rank now? Okay. Great. So, I will tell you, it is looking like most people are around three, four, and five now. We want, we went from a seven, or an eight, 23, four, or five. We have managed to do that in less than five minutes. These types of meditations are very

simple to do. If you practice on a regular basis, you can actually start to simulate this relaxation response very, very quickly, without having to go through this full time. Practice this type of relaxation technique around 5 to 20 minutes per day. That is usually the sweet spot. Once you have done that, your brain will be able to trigger it much more easily. Now that you have done this, you have been listening to some strategies today. I think you probably have thought to yourself little bit about maybe some things that you wanted to do differently. Can you please share with us what will you do moving forward to manage her stress and prevent burnout? Maybe it is something we talked about today. And it was a refresher. A lot of us know what to do already. Just, we forget. We forget to do it. Think about that. What are you committed to doing moving forward? Even something you're committed to doing today we are getting lots and lots of responses coming in.

Absolutely. Exercises the big one. Meditation. Learning to sit and say no, so those boundaries. We're seeing a lot of responses like that. Do one fun thing each week for myself.

Yeah. A lot of people talking about trying a meditation practice. I hope you really did feel the benefits of that today.

Someone mentioned letting go -- go ahead. Slowing down and putting some overall and sense of release, Melanie. That is awesome.

I saw some say to let go and delegate some things. That can be really tough. Sometimes it is, it feels like it is easier to do it ourselves. It is a short-term fix and ends up leading us to burnout. Yeah. A lot of people really talking about carving out time for themselves in one way or another. Whether that be to eat better, making a meal, exercising, being mindful . Doing relaxation. Lots of variations of that. Wonderful. Thank you so much. I really just want you to write that down. The reason being is that it is my coach coming out of me. I know that when people write stuff down there more likely to do it. You are trying to make a commitment to yourself. Thank you for doing that. I will go ahead and close this poll. What I want to do is, real quick, tell you a little bit, I will actually pull a different version of this slide because I have some resources to share with you. I don't want you to miss out on these. These resources, these are links that you can click on right now. If you click on the title and go down to the bottom of that and click on browse to, that will open the browser for you to get to these particular resources. You can open them now if you like and bookmark them and just come back to us. That is fine. I'm going to leave this page open so you can bookmark them as we go on. I will take them down toward the end because they will want to do a satisfaction survey. If you want to get these, go ahead and click on them now. Click on the title and click on the browse two, and that will take you to the site. Click on it. And go down to browse to. Click on that. The next one will come up weird click on the title, highlight blue, go down to browse to. What we are talking about is just scratching the surface of what most of us have been going through. We are here to remind you that you have a wonderful benefit that you can access 24 hours per day seven days a week. That is your great assistance program benefit. If you are not sure of your toll-free number, or your company's website, reach out to your human resources department. They will be able to give you your company's specific BAP phone number and website so that you can access the resources that are available to you. There are many, many topics related sit to this and other health and wellness areas that you may not want to work on. We understand that life is really tough. We all have struggles in our life. We are all going through things or trying to make, you know, things happen that, sometimes, feel overwhelming. All of a sudden, sometimes, it can become more of a struggle. Whether you are just doing the juggling and needing help, or you are struggling, we

have something for both of those. Please, again, we have a resource for pretty much anyone. It is for you and your household members, it is basically no additional fee to you, for the most part, and it is confidential. Your employer will not be notified if you utilize your services. We do just want you to know that that benefit is available. We have got a few minutes to answer questions. I will go ahead and see what we have here. I will read them off. It looks like somebody asked what do I do if I just don't think I have time to meditate or practice relaxation?

That is an excellent question. It is really a case of prioritizing yourself. It may be scheduling some time, maybe getting up a little bit earlier in the morning to schedule some time. As we say that in a meditation, it really can be as short as five minutes. It doesn't have to be something that, you know, lasts a long, long, long time. Which is what most people think. So, kind of, carving out a time where you can be, you know, by yourself. It is okay to say that, you know, people that you know, I'm just going to take some time out for myself right now. It could be as short as five minutes. The other Segway we talked about, kind of technology overload. You know, if you are mindlessly scrolling through social media, Facebook, twitter, and that, and sometimes using some of that time to do these techniques, so they can be as short time.

Good point. I see people are making comments about, you know, some of the activities sound great but how in the world do I fit it in with everything going on. That is one of the reasons you might want to call your EAP because there is someone there to help you, especially if you have coaching or some other available resource that can help you to be able to figure out how you can manage these situations and how to say no to certain things, how to prioritize and how to make sure that you put yourself in your own schedule. It looks like, also, we have a question here on how to I say no to something without feeling guilty or pressure.

That is a good one. That is a challenge for most people. You want to try to help people. You may fail, honestly. Guilt, and you may feel pressure to do something. That is really where it comes to setting boundaries because, and not kind of letting people take a lot of your time. To put it simply, no, I'm not able to do that and you know, people get worried about if I will hurt the other person's feelings or something like that. What some research and that, some articles that I have seen is, you know, most people don't think anything of it. If someone says no. Just kind remind yourself what is draining my energy and what is more important. Over committing yourself because you feel an obligation, you turn it around and say I also have an obligation to myself and my own wellness.

Good point. I see people making comments, many comments about, you know, maybe I felt good for a few moments, then I did a relaxation and in my mind started to wander again and how do I stop that from happening. I just want to let everyone know that that is normal. Especially if you have not been practicing meditation or relaxation type practice, you are going to have that happen. If you take time to practice and you have been starting out at the five minutes per day, it really does help to direct your thoughts in a way that you wanted to direct them. If you're going to pop into your head at any given moment, we can't help that. It happens. It just does. We can control how we handle them. We can control how much we think about that thought or how much, how quickly we let it go. How much we dwell on it. Or whether we do something about it. So, I just really do encourage you to continue to practice. And these resources that we provided for you do give you some ideas on, you know, how to set boundaries, how to have good self-care. These are so important. Unfortunately, we can't get someone else to do these for us. Also, we have to do them.

Right, exactly, and the other key take away is when you are starting out, I do a lot of meditation. I can tell you how challenging it was at the beginning. You are trying to, you know, you are trying to relax and you have all these thoughts. We call it the brain. You have got all these thoughts coming. The idea is you can certainly, you know, it is not to just dismiss everything. You can certainly acknowledge it. What really helps, too, you can acknowledge it and then refocus back on your brief breathing. Breathing is so important to do that. It is not, it is okay to have those thoughts. They will pop in at various points. You can just acknowledge that there is a thought and see it float away or something and then try to refocus back on your breathing.

Absolutely. Someone also brought up a good point. Is stress always caused by negative events and emotions? That is kind of it, stress is just about negative things. Anyone ever been involved with planning a wedding or vacation trip that is stress.

Or getting a new job. You are all excited because, you know, it is a job that has a lot of opportunity. That can create, you know, some stress as well. And kind of anticipatory type of stress. That is okay. That is pretty normal.

Absolute. You can use some of these same techniques as far as relaxation and such to drive yourself back. And not get caught up into those thoughts about something. Even if it is a good thought. That's why when we did the leaves on the streets, part of what you did was if you had a joyous or invigorating or fun thought, you let that go also. Those can sap our energy if we continually focus on them. I don't know about you, I have had time to be really excited about something and I found to it and I'm exhausted.

Sure, exactly. Exactly.

Yeah. Those were good times, too, to conserve our energy and take a step back and let those go.

The time will come. You can be really grateful in the moment when you get there.

So, one last question that we can answer here today. Someone asked, can you have both stress and burnout at the same time.

Sure. Absolutely. We all have, you know, day-to-day stress or normal stress. So, we kind of know what that feels like. It can also, you can also kind of feel so stressed sometime, all that going on. And just feel numb about things. You can kind of, they kind of overlap in a sense. You can certainly have, you know, stress going on and that can cause some physical issues and burnout is kind of more than numbness or detachment, just feeling a little bit overwhelmed.

Thank you, Allison. One last thing, people acting about the self compassion. I talked about that when we were doing the medication. If you are not familiar with self compassion, do an Internet search. Look for the name Kristin napped. That is with AK. Kristin. She is the expert on self compassion. She has some wonderful medications out there on it. She can explain to you how to do it, how to practice it, and ensure the best way to get more information on self compassion. Also, on your member website, have your past webinars where we did some self compassion exercises. You can go there as well. It looks like we are at our time today. I will pull up our closing poll question. I wanted to remind you, we could not get to all of your questions. There are a lot of people on the line today. We, again, recognize how much stress there is. I wanted to say to you, please use your benefits. These call in. Ask your questions on the

phone line and get direction on where to take those. Some of the questions were more personal. This is not the platform for us to answer them. We did not want to answer for that reason. Some of them, we just couldn't get to them. We really would have liked to. Please use your benefits to find the answers to that. Today is just the start. We know that you will have, are capable of having the journey to bring yourself to where you want to be with this. Once again, thank you so much, please answer the poll question on the side before you leave. It is how satisfied are you with today's webinar. Answer is very satisfied, satisfied, dissatisfied, or very dissatisfied. Click that radio button right in front of your response. The radio button will turn black in the middle, the little black dot there and that means your vote has been tallied. Please, once again, but before you leave. It is the end of our webinar. We are wishing you all well. Have a wonderful rest of your day. Thanks for joining us here to thank you, Allison.

Thank you very much.