

What is anxiety?

- A response to internal feelings of fear
- Feelings of being afraid, worry or unease
- An adaptive system that helps us respond to or avoid events and things that may put us in danger
- The brain's reaction to anything outside of our comfort zone



Symptoms of anxiety

Cognitive

Negative thoughts,
trouble concentrating,
obsessive thinking,
memory problems,
confusion

Emotional

Nervousness, fear, panic,
irritability, frustration,
anger, overwhelm, fragility,
sadness, loss of interest,
numbness

Physical

Muscle tension,
headaches, dry mouth,
racing heart, rapid
breathing, illness,
stomach trouble, sleep
problems

Social anxiety

- Fear of making mistakes or looking foolish in public
- Great discomfort with or avoidance of social situations
 - Going to parties
 - Public speaking
 - Eating in restaurants
 - Using public restrooms



Generalized anxiety disorder

Common and natural worries

- Individuals are often concerned about life situations such as money, health, work and family

Worry translates into a disorder when it:

- Happens on most days for at least six months
- Becomes excessive and can't be controlled
- Is created by trivial thoughts that ordinarily don't create worry
- Includes fatigue, restlessness, irritability or muscle tension



Post-traumatic stress disorder (PTSD)

- A person is exposed to a terrifying event or ordeal in which grave physical harm occurred or was threatened
- Includes events such as: automobile accidents, combat, terrorism, assault, robbery, or other events beyond the normal human experience
- It can also occur if one witnesses an event
- Symptoms may include: thinking about the event, dreams, avoidance of anything that reminds one of the event, irritability, being on the alert, problems with sleep or appetite



How do people develop anxiety disorders?

Combination of factors:

- Genetics - anxiety often runs in families
- Environment - disorders develop in reaction to situation and surroundings

Note: Various medical conditions, medications, drugs and alcohol may create symptoms that resemble anxiety and should be ruled out by a complete medical evaluation



The truth about anxiety and fear

- Anxiety does not mean something has gone wrong
- Our brains use anxiety to try and protect and care for us
- Fear (both rational and irrational) is a natural part of life
- Our thinking can lead to feelings of fear
- Our thinking can lead to feelings of calm



What to do if you're feeling anxious

- Pay attention to your thinking
- Take several long, slow, deep breaths
- Go for a walk
- Write down your thoughts
- Practice mindfulness
- Visualize a tranquil scene
- Focus on a soothing word (such as “calm” or “peace”)



Get support

Talking about what is going on is the first step to getting better

- Let someone know you need help
- Talk to a trusted loved one or friend
- Confide in your doctor or health care professional



Self-care strategies

- What do you enjoy? Spending time with family and friends? Hobbies? Special interests? Getting away for mini-vacations?
- Practice mindfulness techniques
- Engage in healthy activities to build resilience
- Don't overlook the emotional support close at hand: co-workers, supervisors, spouse and friends



Self-care can help

- Family and friends
- Spiritual practice and quiet meditation
- Recreation and hobbies
- Fun, laughter and humor
- Diet and exercise
- Sleep
- Avoid nicotine, alcohol, caffeine, drugs
- Health and wellness



What is burnout?

It is a state of physical, mental and/or emotional exhaustion that can make you doubt the value of your work or your ability to perform at work¹

- Risks are greater for those in helping professions such as doctors, nurses, social workers, teachers, first responders and police officers
- However, anyone can experience burnout no matter what job or level

¹<https://www.mayoclinic.org/healthy-lifestyle/adult-health/indepth/burnout/art-20046642>



It begins with small warning signs...

- Frustration
- Emotional outbursts
- Withdrawal
- Minor health issues
- Lack of caring leading to work errors
- Increased use of substances, such as alcohol





The burnout experience

There are many burnout experiences but some of the more common are:

- Feeling as if things will never change and you can't do anything about it
- Boredom, detachment or feeling drained and heavy
- Believing you are stuck with little way out
- Lack of balance between work and personal life
- Bodily tension

What contributes to job burnout?³

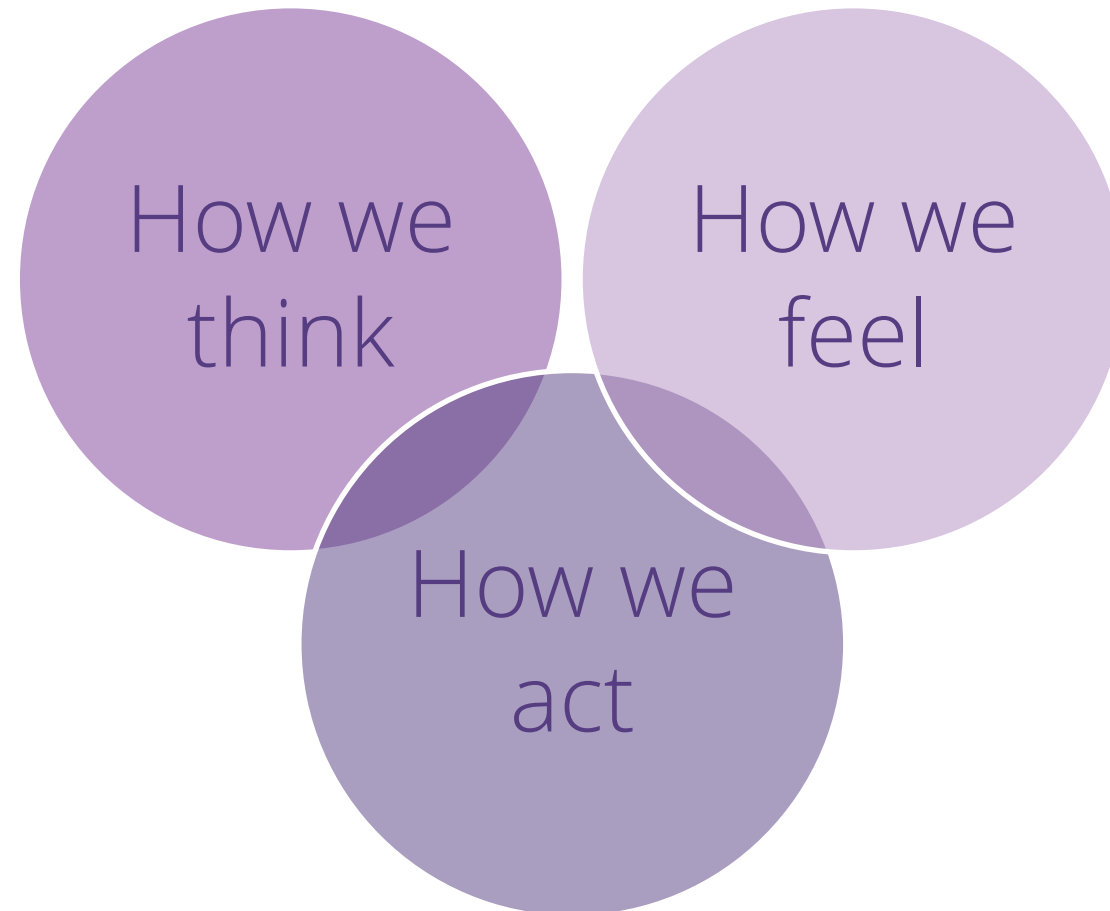
Many things contribute to job burnout, such as:

- Lack of control
- Unclear job expectations
- Workplace relationships
- Difference in values
- Poor job fit
- Extremes of activity
- Lack of social support
- Work-life balance isn't present

³ <https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642>

Regaining personal power

We may not be able to control what happens at work, but we can manage:



Seven steps to slow or prevent burnout⁴

1. Believe in yourself
2. Identify your work needs
3. Have creative outlets
4. Take care of yourself
5. Use your support system (or build one)
6. Get in touch with yourself
7. Increase positive emotions



⁴ <https://www.psychologytoday.com/us/blog/pressure-proof/201306/7-strategies-prevent-burnout>

Believe in yourself

Believe that you can accomplish your goals and contribute in a positive way

- List your strengths
- Remember past challenges and how you overcame them
- Imagine your success
- Talk with your manager about the challenges you seek and the abilities you bring to the table



“Understanding how to find the magic in your daily life is critical. If you subscribe to the philosophy that says, “My vacation will free me from burnout,” then you’re waiting for the few days out of the year to make up for many days of stress. Instead, you have to be able to take mini-vacations on a daily basis.”

Tony Robbins



Take care of yourself

First and foremost, manage your stress

- Identify what is stressing you and create a plan of action
- Practice relaxation
- Learn how to be mindful
- Create a balance between work and play
- Spend time with supportive people
- Take time daily to do something you enjoy
- Exercise
- Eat healthy and nourishing foods
- Focus on good sleep hygiene





Support systems

Support systems can be internal or external to your job

- Coworkers, managers, human resources
- Friends and family
- Community support groups
- Employee Assistance Program (EAP)
- Skill-building groups
- Any others?

Next steps

It is important to get support and help

- Contact the Employee Assistance Program (EAP)
- Call your Medical Doctor if you are experiencing physical concerns
- Make time for yourself to initiate a plan of action
- Make sure to eat well, exercise, and spend time with friends and family
- Talk with your manager about job-related concerns and opportunities
- Create an exit plan if that is your final decision

"Our anxiety does not come
from thinking about the
future, but wanting to
control it."

Kahlil Gibran



Thank you for attending!

All calls are confidential, except as required by law.

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