

## Toolbox Talk:

# Stress Management and Burnout

### Overview

- According to a [2022 study by the American Psychological Association](#), 72% of U.S. adults have experienced stress so severe that it impacts their health.
- If left unchecked, stress can lead to issues like burnout; trouble sleeping; depression; or serious health conditions like high blood pressure, heart disease, or stroke.
- The good news is that stress management is relatively easy to address. Talking about it regularly helps normalize stress management and helps employees identify healthy coping strategies.
- This Toolbox Talk includes:
  - Why it's important to talk about stress management.
  - Questions to facilitate a discussion around stress management.
  - Information on the Youturn Health program and how to access it.



### Discussion Points

#### Why We're Talking About Stress

- Everyone feels stress, it's a normal part of life.
- If not managed properly, it can lead to major health consequences like heart disease or stroke. Or you can turn to less healthy ways to cope like drugs or alcohol.
- Simply ignoring stress won't make it go away. In fact, if you leave stress unchecked, it can cause burnout, which is a feeling of total exhaustion.



#### Some Simple Stress Management Techniques –

- 3 Good Things: This helps you identify and focus on the positives in life. At the end of each day, write down three good things that happened. Commit to doing this for 30 days and commit to not repeating yourself.
- The Free Three: Engage in these things daily to help manage stress:
  - Get out in nature for 15 minutes a day.
  - Listen to music: Pick a song that you love.
  - Laugh: Find something that gives you a big belly laugh (e.g., a quick video, a funny movie).
- Breathing exercises: This is a quick one. Take 10 deep breaths. It only takes about 90 seconds and can help your body release stress.

# Building a Resilience Plan to Combat Burnout

Burnout happens when stress becomes too intense and too chronic.

Avoiding burnout means managing your stress by developing a resilience plan. Here are some things a resilience plan can include:

## THREE GOOD THINGS

Every day, write down three good things that happened to you that day. Commit to doing it for 30 days, and commit to not repeating yourself.



## THE FREE THREE

Every day:

- 1** Go outside for at least 15 minutes.
- 2** Find something that really makes you laugh.
- 3** Listen to music.



## P.E.R.M.A.

- Pleasure: Have fun
- Engagement: Enjoy hobbies
- Relationships: Quality, not quantity
- Meaning: Find meaning in life
- Achievement: Be around people who pump you up



## TALK TO SOMEONE



Tell people you're feeling overwhelmed, and let them know how they can help you. Talk to a physician or therapist for professional help.

## YOUTURN HEALTH: SUPPORT FOR YOU AND YOUR FAMILY



### Learn More

Get techniques to manage stress and burnout on the Youturn app. Scan the QR code to download the app and select *Sign Up* to register.\*

Once you're signed in, tap on *Resources*, then *Youturn Education Videos* to find videos on stress management and burnout.



### Peer Coaching Support Line

Call 1-844-YOUTURN to get answers to your mental health questions. Available daily from 10am-12am ET.

\*Call the Peer Coaching Support Line (1-844-YOUTURN) if you don't know your registration code.



## Youturn Health Video Content on Stress and Burnout

Following are two quick videos to help with stress management and burnout. The links take you directly to the lessons, which anyone can view.

### Stress Management: Gratitude

#### Watch

Watch the lesson here: <https://vimeo.com/522393437/641b047586>.

#### Lesson Description

Practicing gratitude is scientifically proven to relieve stress and improve life satisfaction. In this lesson, you'll learn two practical ways to practice gratitude: 3 Good Things and gratitude letters. To engage in 3 Good Things, at the end of every day, write down three good things that happened to you that day. Commit to doing this for 30 days and commit to not repeating yourself. To write a gratitude letter, write a letter to someone who had a positive impact on your life and thank them.

#### Course Description

The *Gratitude* lesson is from the Youturn Health *Stress Management* course. Whether it's figuring out how to pay the bills, find a job, or take care of your family, stress is a natural part of life. So why bother with stress management? First of all, it's the right thing to do. But if you dig deeper, we see that when people don't manage their stress, it leads to generalized incompetence. This means that no matter how smart or talented a person is, their stress prevents them from thriving and being successful.

The full *Stress Management* course is available in the Youturn app. Tap *Resources*, then *Youturn Education Videos*, and then tap on *Stress Management* to watch all the lessons.

### Burnout and Mindfulness: Deep Breathing Exercise

#### Watch

Watch the lesson here: <https://vimeo.com/798445394/5e81856254>.

## Lesson Description

Having a moment of mindfulness during a busy day can help you focus and manage stress. In this lesson, watch a demonstration of how taking 10 deep breaths can help your body release stress. It only takes 90 seconds, and you can do it anywhere!

## Course Description

The *Deep Breathing Exercise* lesson is from the Youturn Health *Burnout and Mindfulness* course. Stress, if left unchecked, can progress into burnout and impact our health. Instructor Sarah Waylett details why it's critical to complete the stress cycle and provides examples of how to use mindfulness and movement to do it. Also learn how design thinking can help you manage future stressors by identifying and validating good stress management choices.

The full *Burnout and Mindfulness* course is available in the Youturn app. Tap *Resources*, then *Youturn Education Videos*, and then scroll down and tap on *Burnout and Mindfulness* to watch all the lessons.