

A large purple square is positioned in the top left. Below it, to the left, are three smaller squares: a large yellow one, a small orange one, and a teal one.

Beyond Stress:

What journalists covering the 2024 election should know about burnout

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Vice President of Journalism Programs, API

Learning Agreement

Put on a coat of
curiosity

Share your own
experience and
expertise

Hold space for others
and their views

Amplify others'
voices and ideas

Guideposts for our conversation

The support I
need

My tiny
betrayals

Visualizing
a *thriving*
me

My
intentional
pursuits

Let's agree:

To engage and
participate

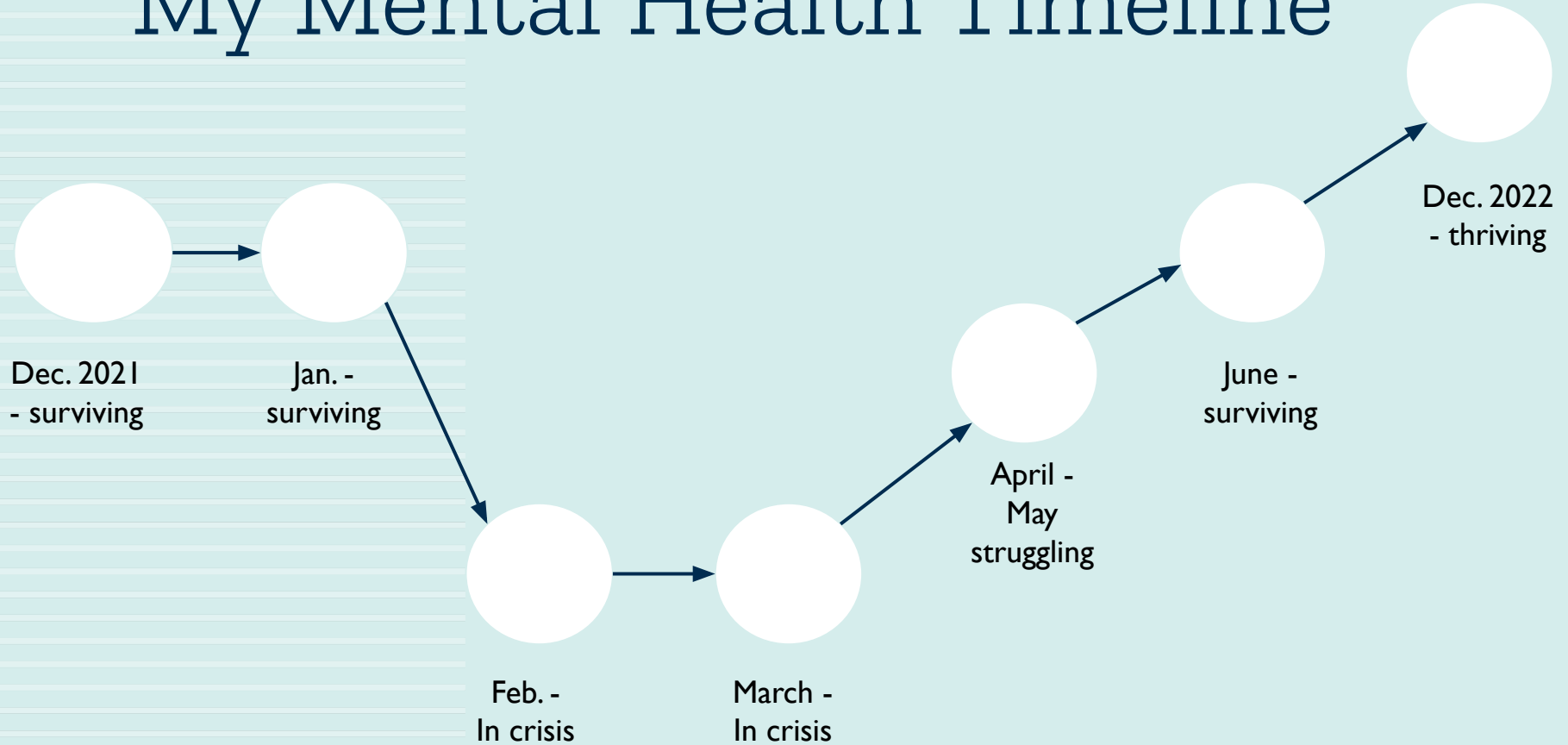
To be honest with
ourselves

To deepen the
learning with our
own experience

Our goal
today

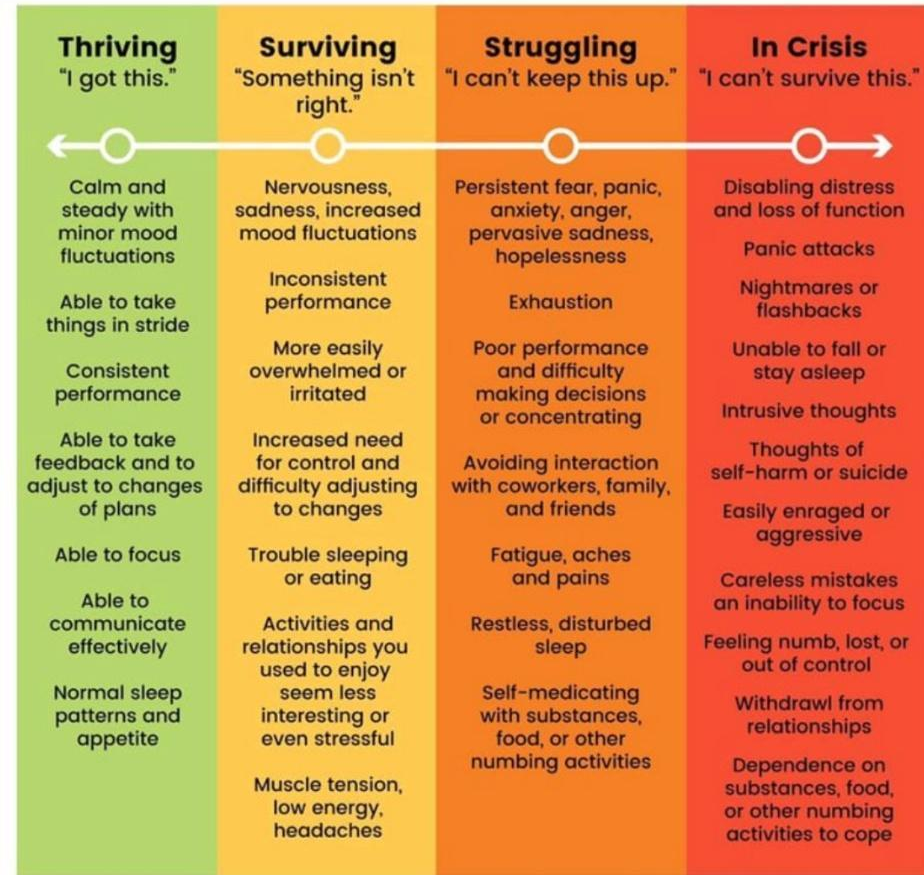


My Mental Health Timeline



STRESS FIRST AID SPECTRUM

What
color are
you?



Adapted from: Watson, P., Gist, R., Taylor, V., Evlander, E., Leto, F., Martin, R., Vaught, D., Nash, W.P., Westphal, R., & Litz, B. (2013). Stress First Aid for Firefighters and Emergency Services Personnel. National Fallen Firefighters Foundation.

Unresolved **pressure** → to **stress**.

Unresolved **pressure** → to **stress**.
Unresolved **stress** → to **chronic stress**.

Unresolved **pressure** → to **stress**.
Unresolved **stress** → to **chronic stress**.
Unresolved **chronic stress** → **burnout**.

“Burnout is tied specifically
to our work and to our
relationship with our work.”

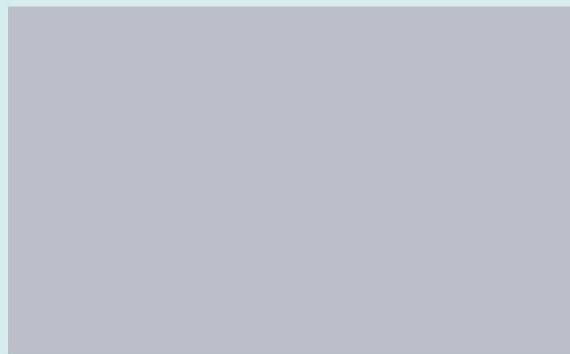
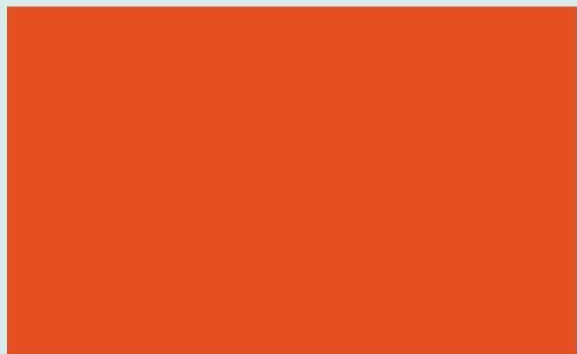
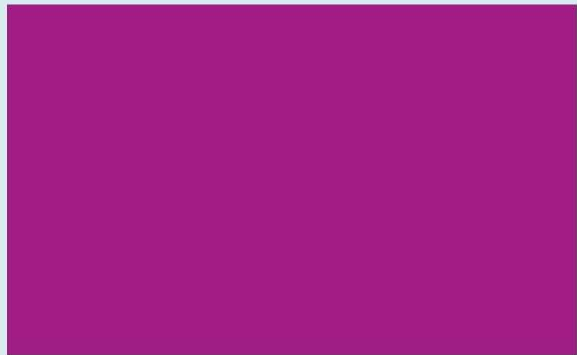
World Health Organization

Burnout is a syndrome resulting from
**chronic workplace stress that has
not been successfully managed.**

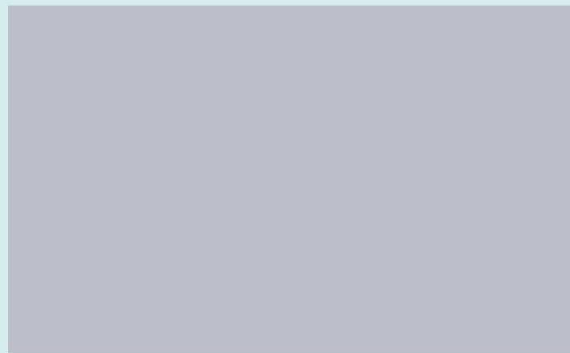
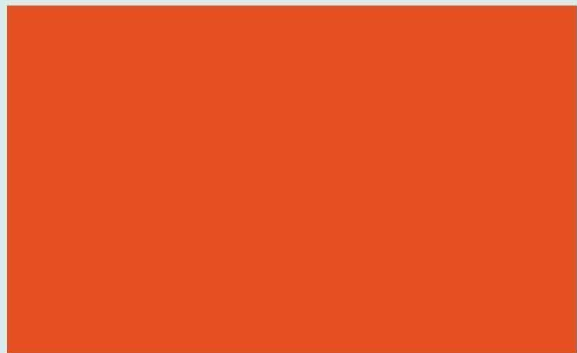
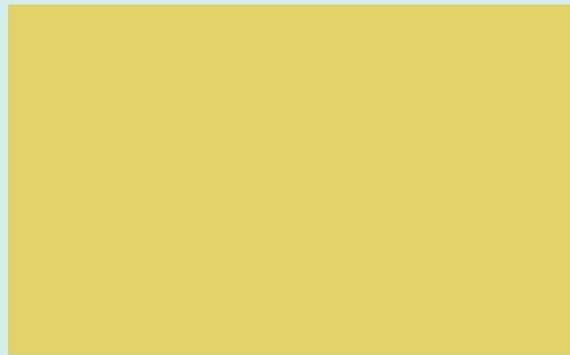
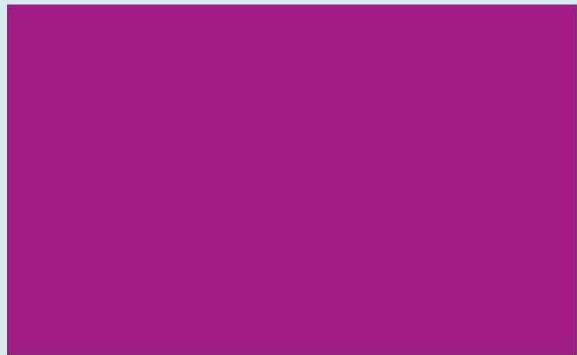
How do I need **support** right now?

How do I need **support** right now?
How might I need **support** later?

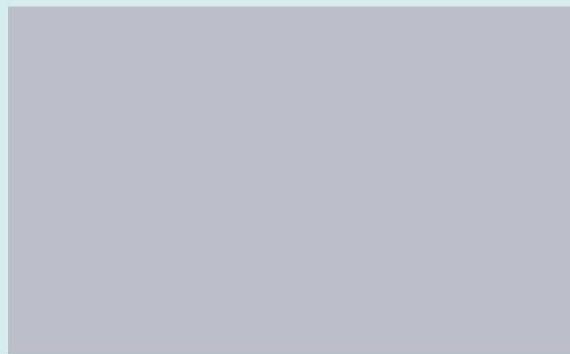
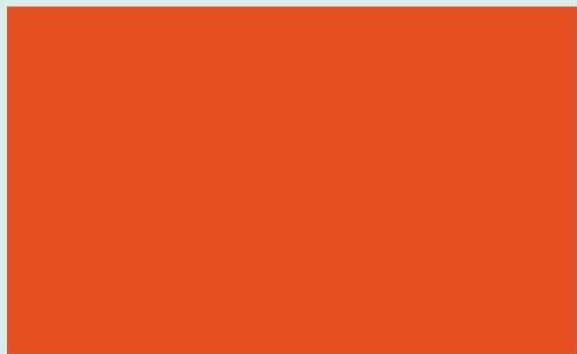
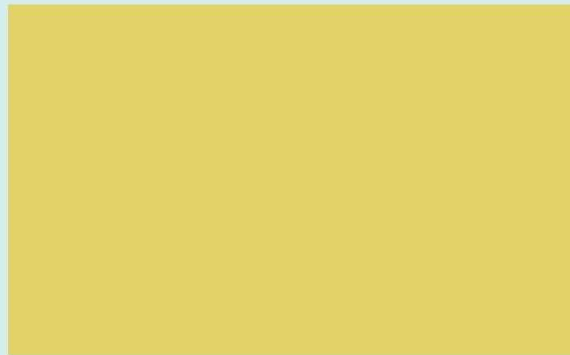
The support I need



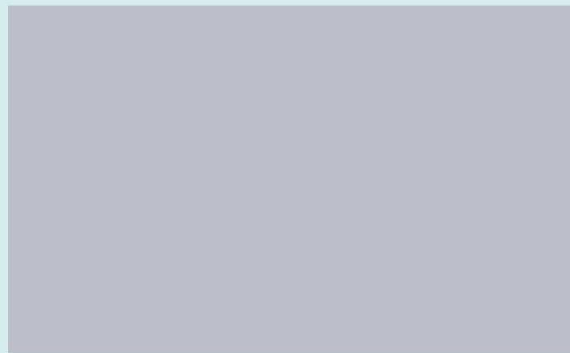
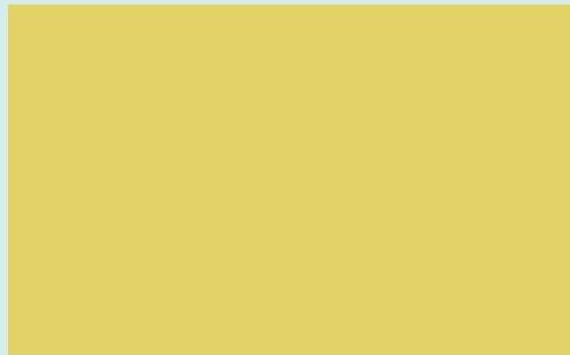
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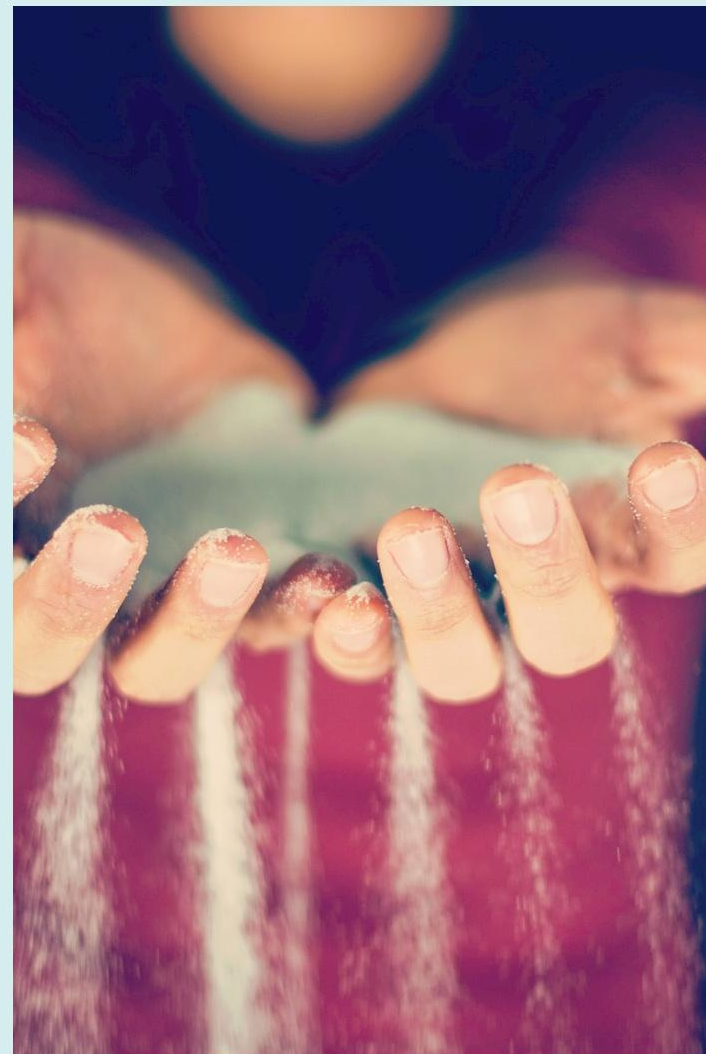
The support I need



3 Dimensions of burnout

- **Exhaustion** - feelings of energy depletion
- **Cynicism** - increased mental distance from work, feelings of negativity related to the job or those who work with you
- **Ineffectiveness** - reduced professional efficacy and questioning of value

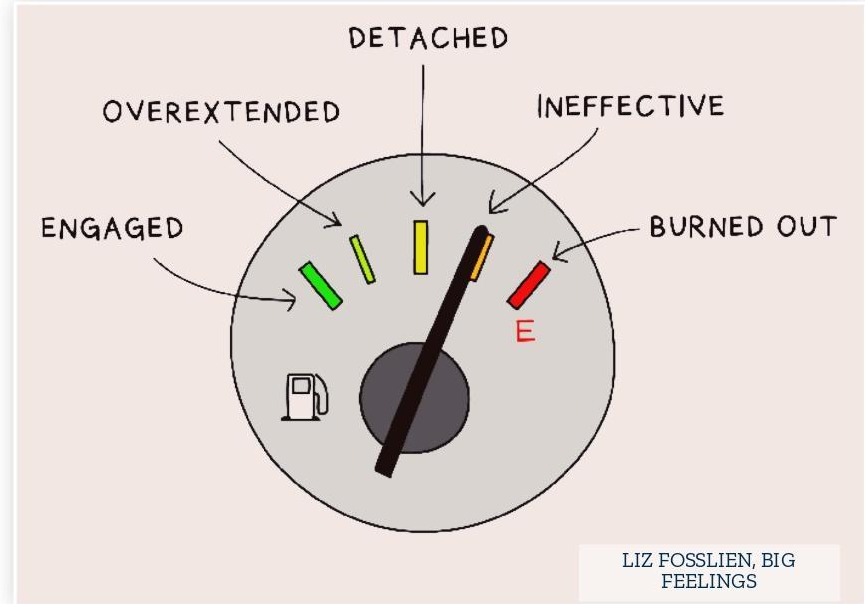
Source: Maslach Burnout Inventory (MBI)



Burnout Profiles

Burnout "is the sum total of hundreds and thousands of **tiny betrayals of purpose**, each one so minute that it hardly attracts notice."

- Dr. Richard Gunderman

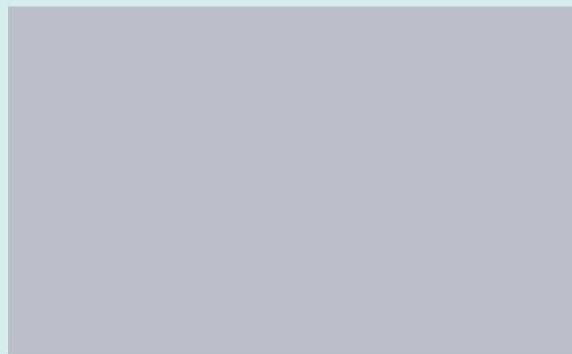
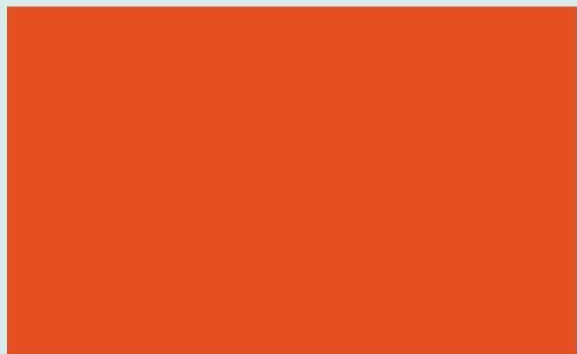
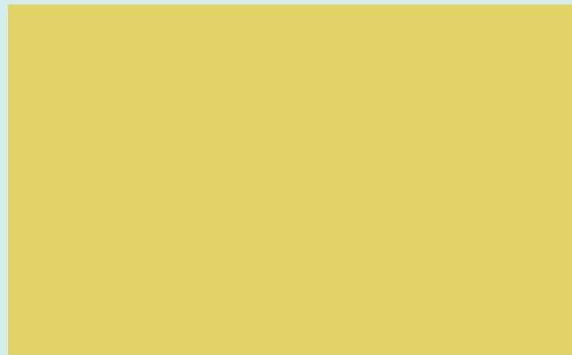
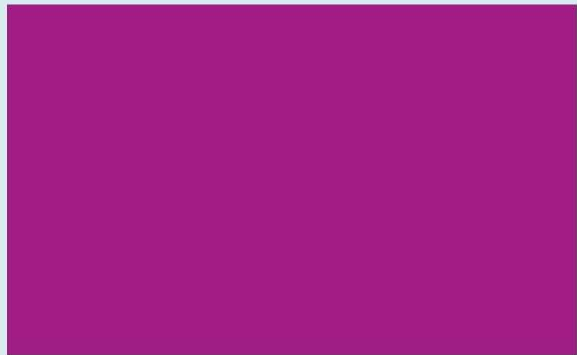


Sources: [For the young doctor about to burnout](#), 2014 The Atlantic;
and [Big Feelings](#) by Liz Fosslien and Molly West Duffy

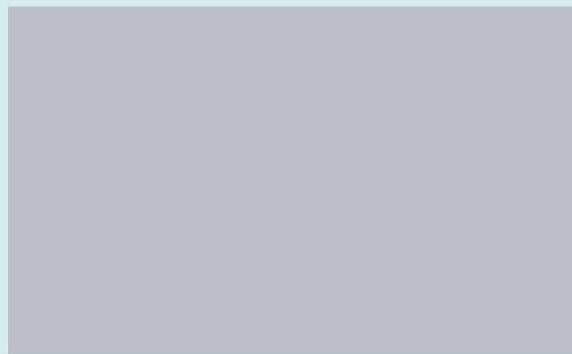
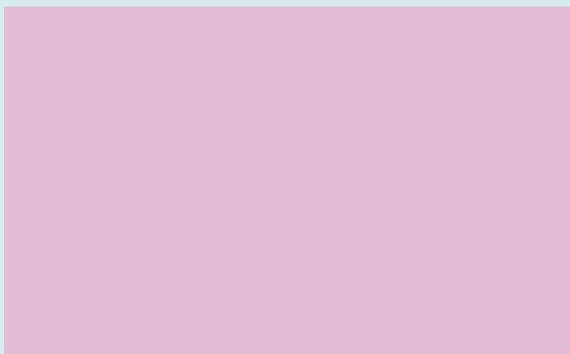
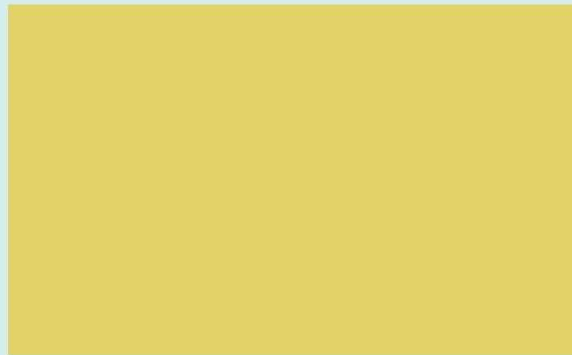
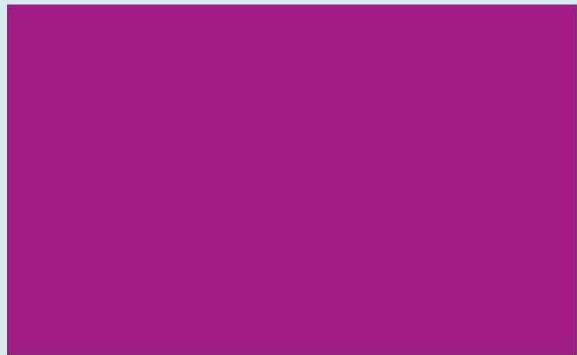
These tiny betrayals are both
systemic and self-induced.

What **tiny betrayals of purpose**
might I see, or make, in my work?

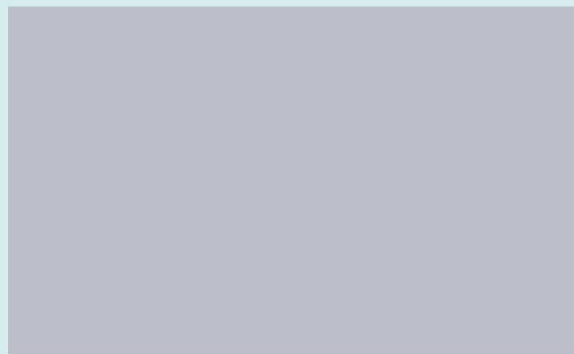
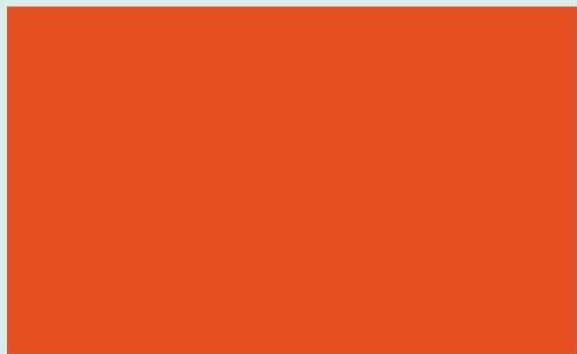
My tiny betrayals



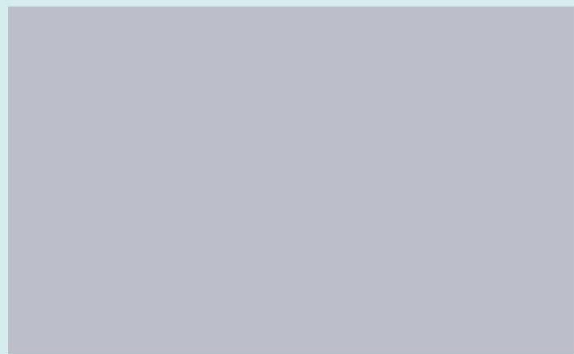
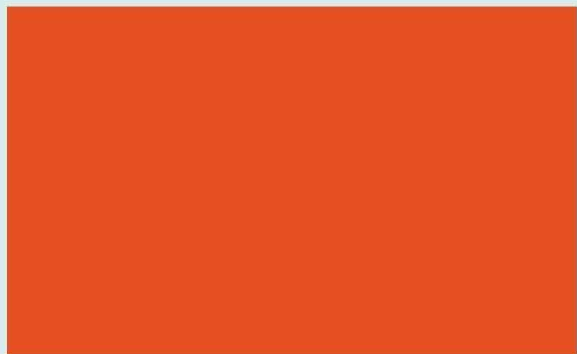
My tiny betrayals



My tiny betrayals



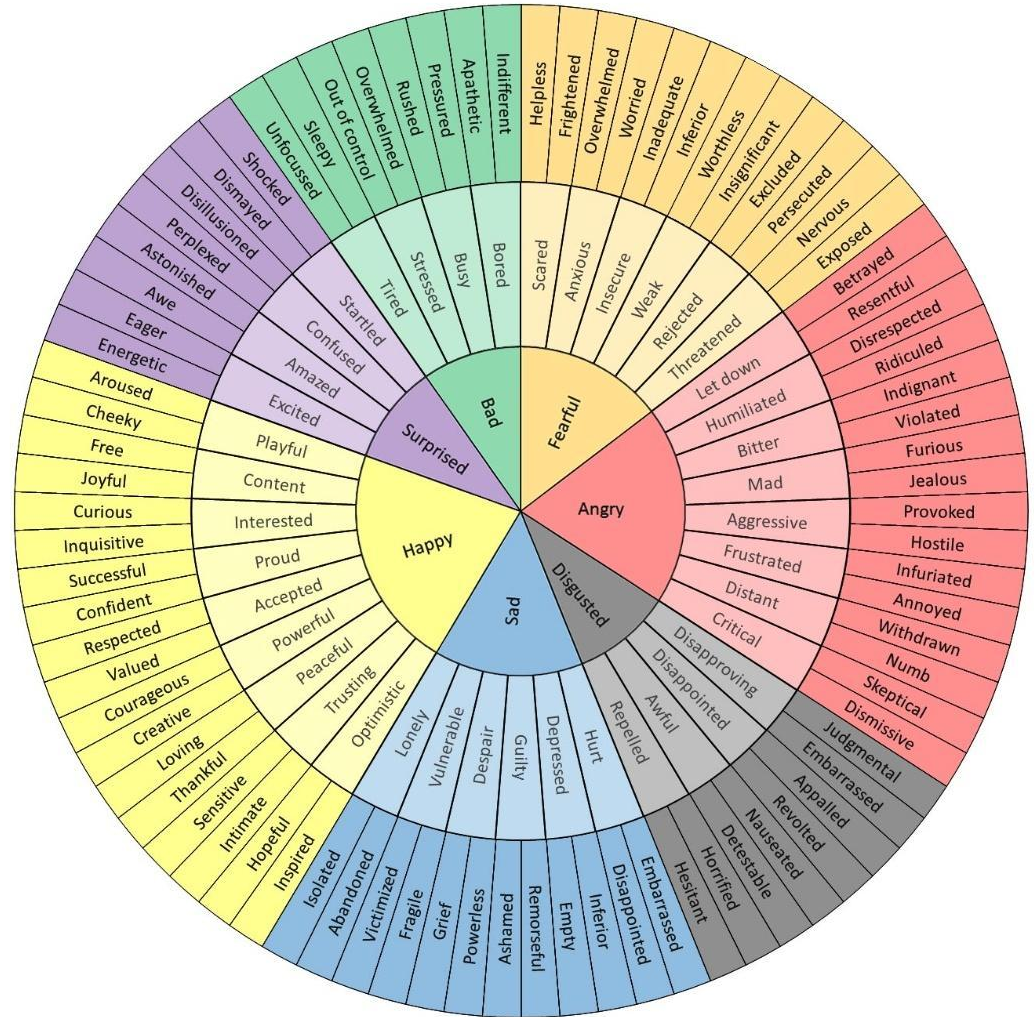
My tiny betrayals



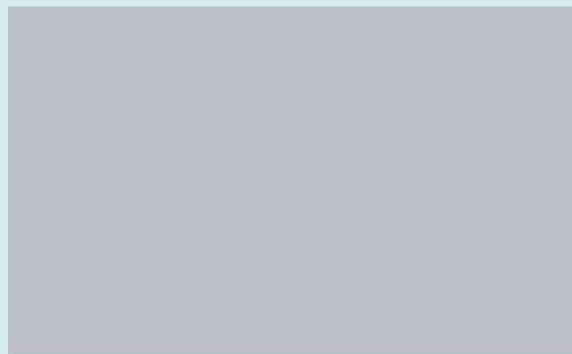
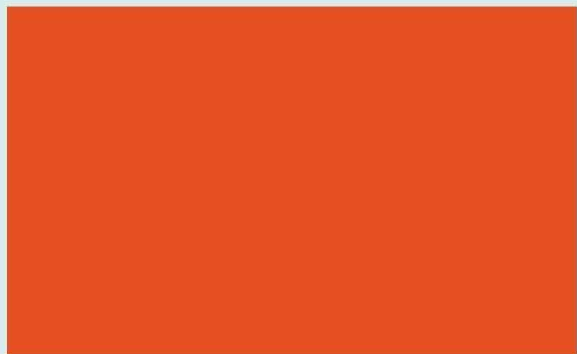
We gotta get **curious and radical
and intentional** in our pursuit of
completing the stress cycle.

Emotional Granularity

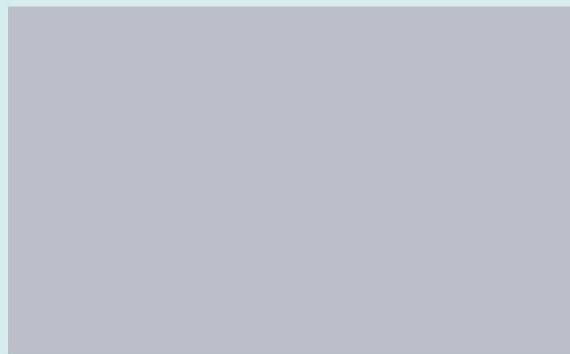
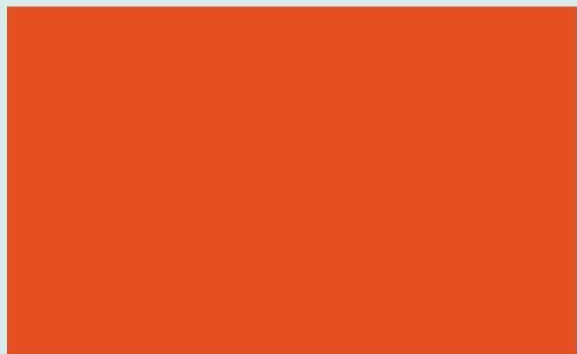
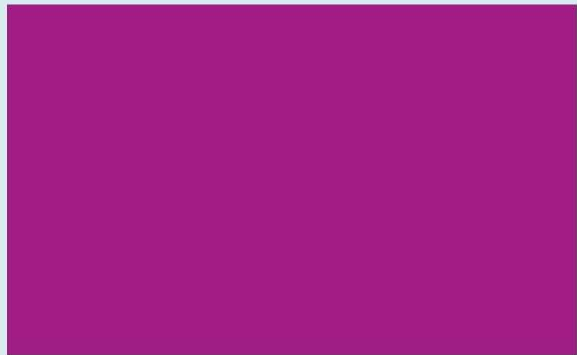
pinpointing what we're feeling
improves our well-being,
physical health and life
satisfaction



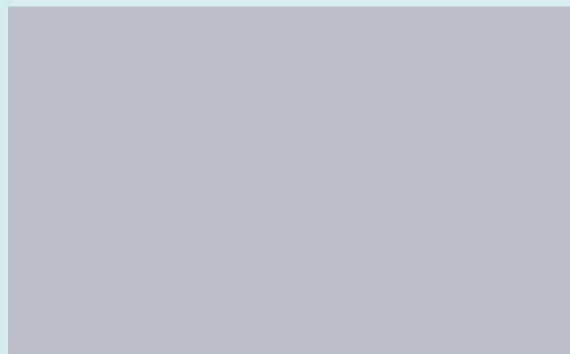
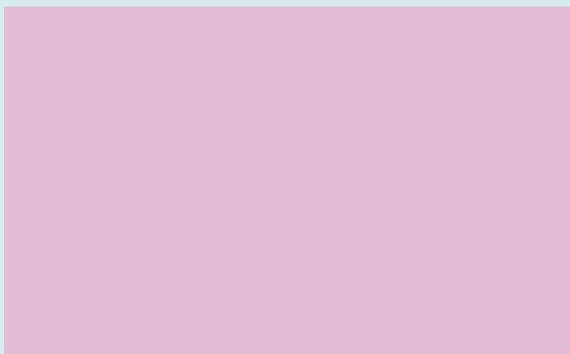
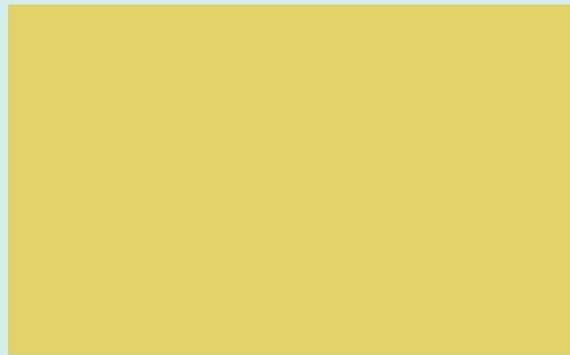
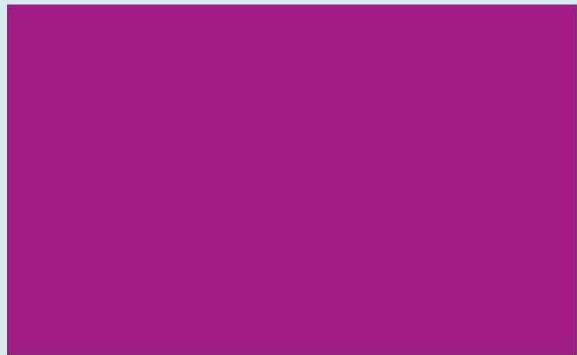
A thriving me



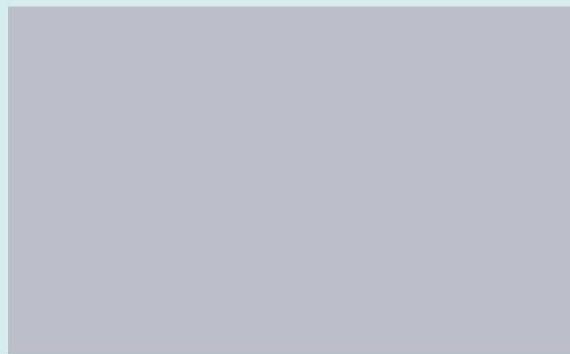
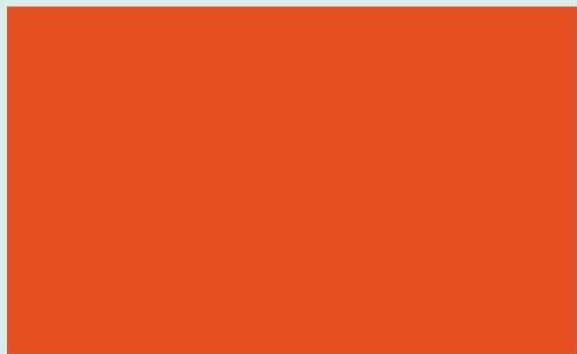
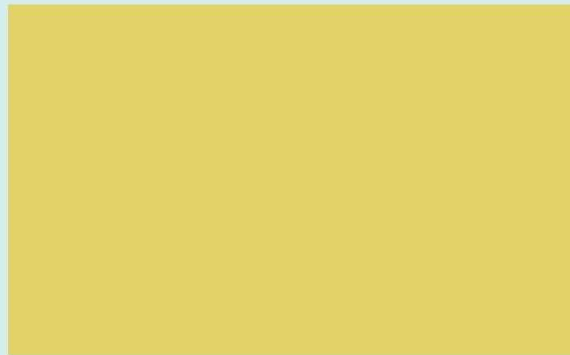
A thriving me



A thriving me



A thriving me



We can choose behaviors that
better embody and illustrate the
values necessary for us to thrive.

No one is immune to burnout.

Revisit your tiny betrayals

What might you intentionally pursue today?

My intentional pursuits



My intentional pursuits



My intentional pursuits



My intentional pursuits



“Burnout is tied specifically
to our work and to our
relationship with our work.”

Organizational support can be rocky, at best

Do we treat employee well-being as a strategic priority?

Do we effectively address toxic behaviors?

Is it safe to fail, to question, to challenge here?

Do we enable individual growth?

Do we promote sustainable work?

Do we operate from a growth mindset?

More than PTO, organizations can provide...

No-meeting
days

Deep-think
weeks

On-the-clock
investment in
staff
development

Strategic
stopping

Connection to
purpose and
impact

Varied pace of
work

Our goal
today





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