





Beyond Stress:

What journalists covering the 2024 election should know about burnout

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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

Let's agree:

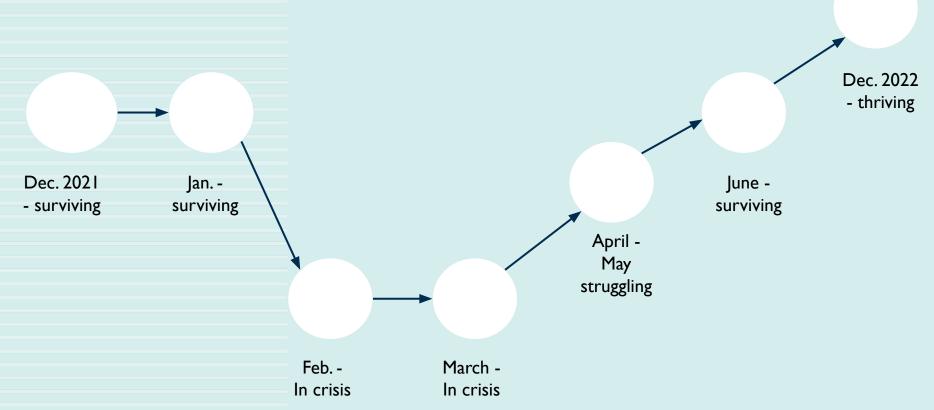
To engage and participate

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?

Thriving "I got this."	Surviving "Something isn't right."	Struggling "I can't keep this up."	In Crisis "I can't survive this."
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		$\overline{}$	<u> </u>
Calm and	Nervousness,	Persistent fear, panic,	Disabling distress
steady with minor mood	sadness, increased mood fluctuations	anxiety, anger,	and loss of function
fluctuations	mood fluctuations	pervasive sadness, hopelessness	Panic attacks
nactadions	Inconsistent	Порелезанева	Mahanasa
Able to take	performance	Exhaustion	Nightmares or flashbacks
things in stride			
0	More easily	Poor performance	Unable to fall or
Consistent performance	overwhelmed or irritated	and difficulty making decisions	stay asleep
performance	imatea	or concentrating	Intrusive thoughts
Able to take	Increased need		Thoughts of
feedback and to	for control and	Avoiding interaction	self-harm or suicide
adjust to changes	difficulty adjusting	with coworkers, family,	
of plans	to changes	and friends	Easily enraged or aggressive
Able to focus	Trouble sleeping	Fatigue, aches	
and the same of th	or eating	and pains	Careless mistakes
Able to communicate	Activities and	Dootloop disturbed	an inability to focus
effectively	relationships you	Restless, disturbed sleep	Feeling numb, lost, or
Circulation	used to enjoy	зісер	out of control
Normal sleep	seem less	Self-medicating	Withdrawl from
patterns and	interesting or	with substances,	relationships
appetite	even stressful	food, or other	
	Muscle tension.	numbing activities	Dependence on
	low energy,		substances, food,
	headaches		or other numbing activities to cope
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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** \rightarrow to **stress**.

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

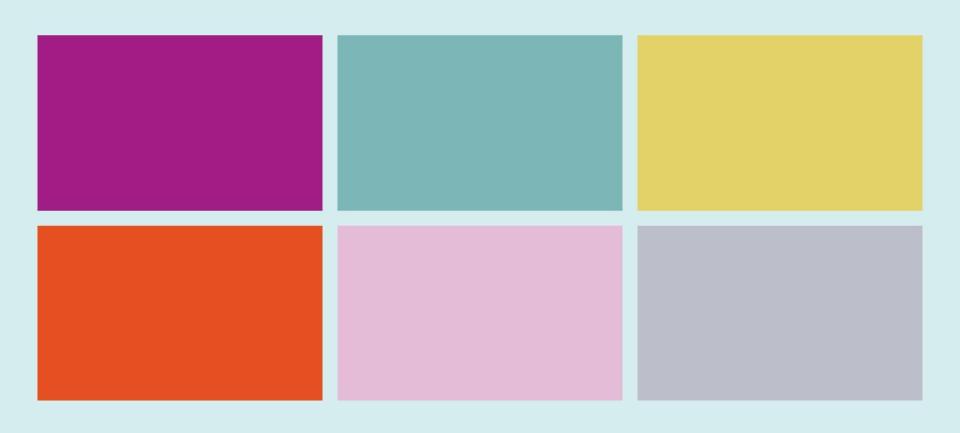
Burnout is tied specifically to our work and to our relationship with our work.

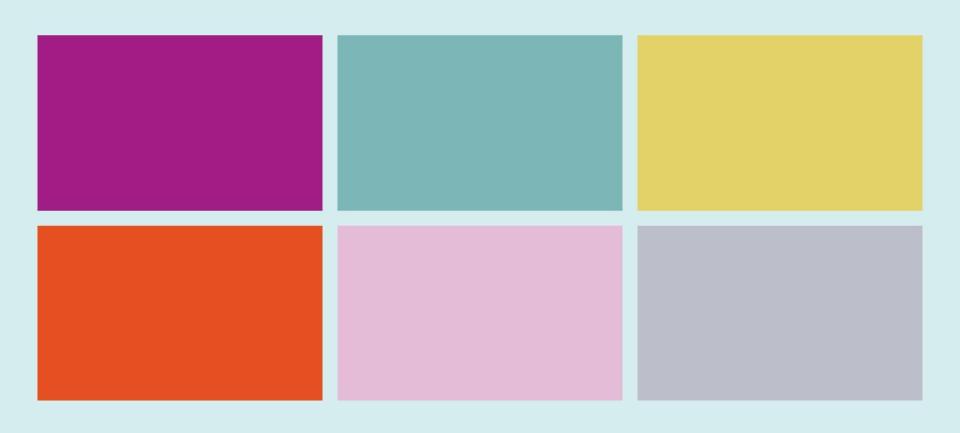
World Health Organization

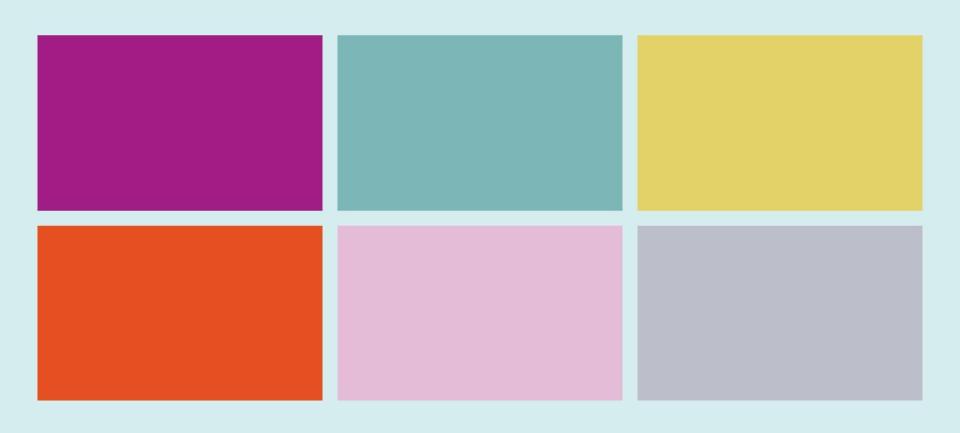
Burnout is a syndrome resulting from chronic workplace stress that has not been successfully managed.

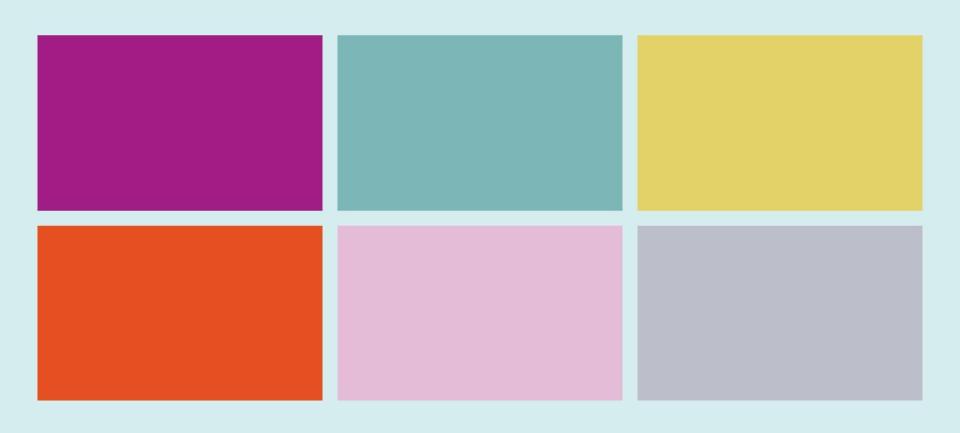
How do I need **support** right now?

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









3 Dimensions of burnout

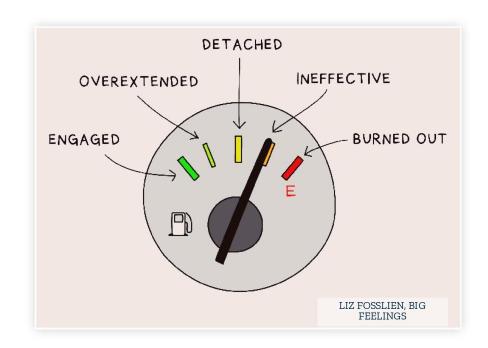
- Exhaustion feelings of energy depletion
- Cynicism increased mental distance from work, feelings of negativity related to the job or those who work with you
- Ineffectiveness reduced professional efficacy and questioning of value



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."

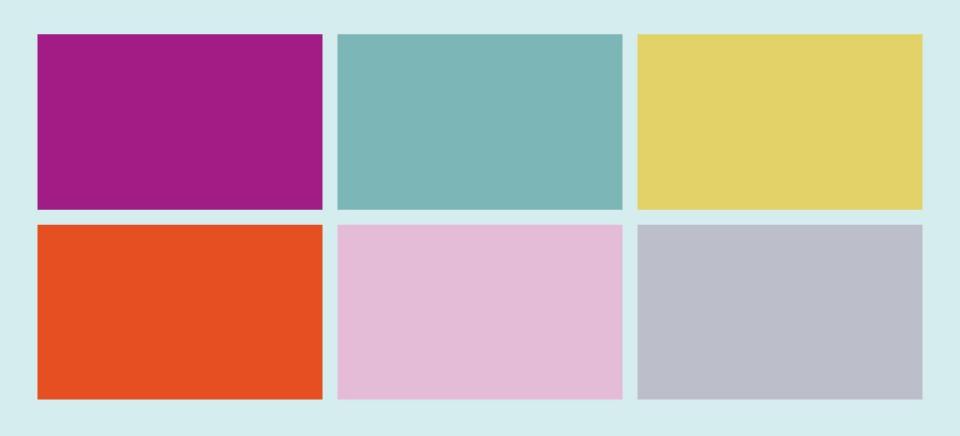
- Dr. Richard Gunderman

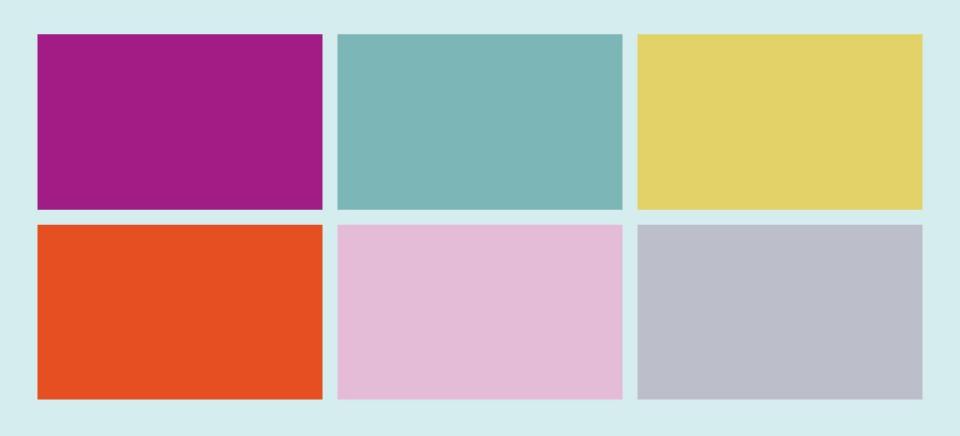


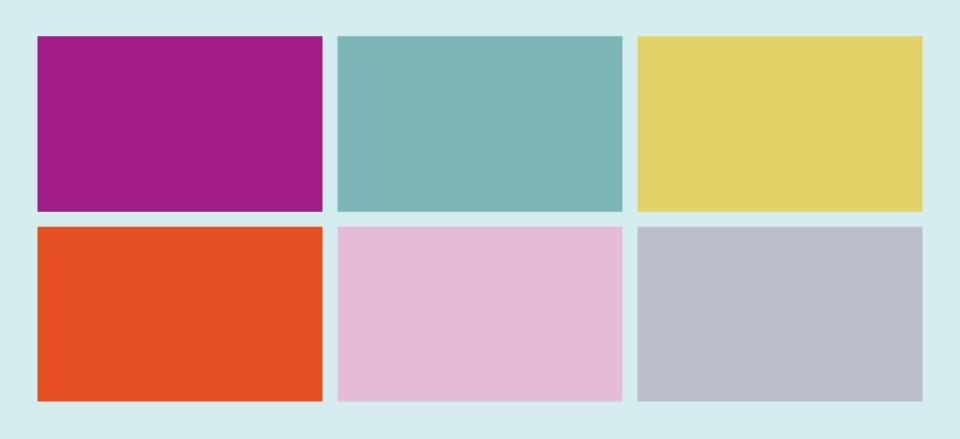
These tiny betrayals are both systemic and self-induced.

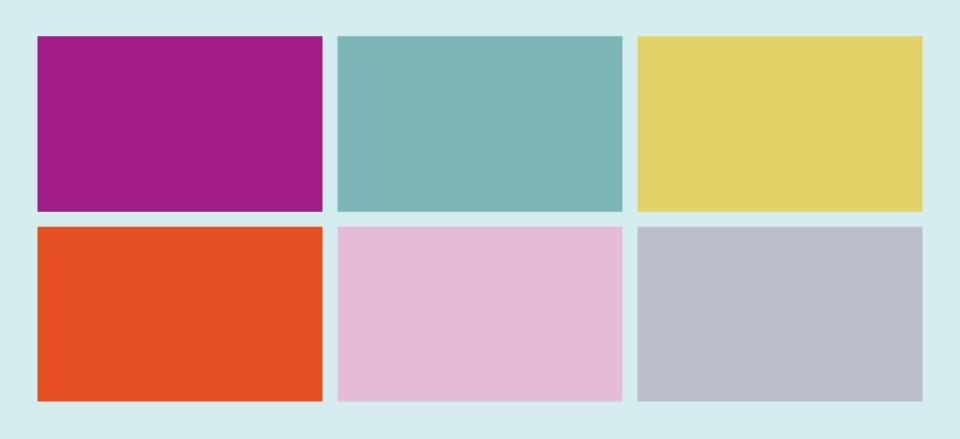
What tiny betrayals of purpose

might I see, or make, in my work?





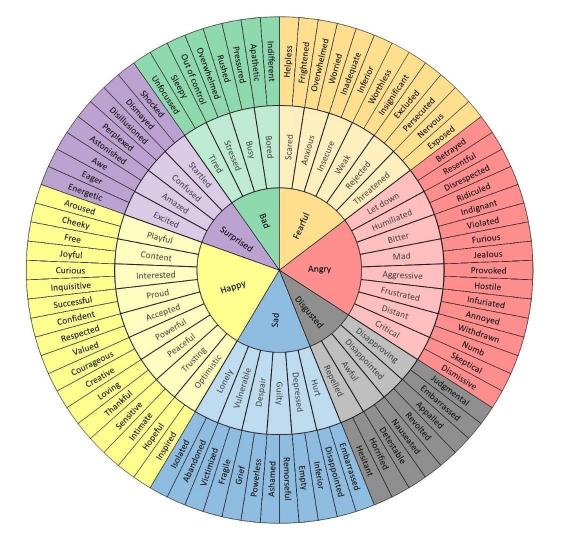




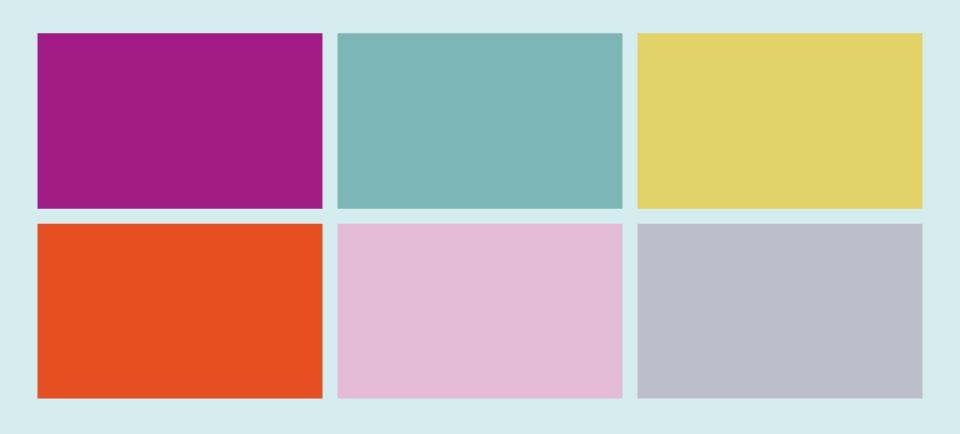
We gotta get curious and radical and intentional in our pursuit of completing the stress cycle.

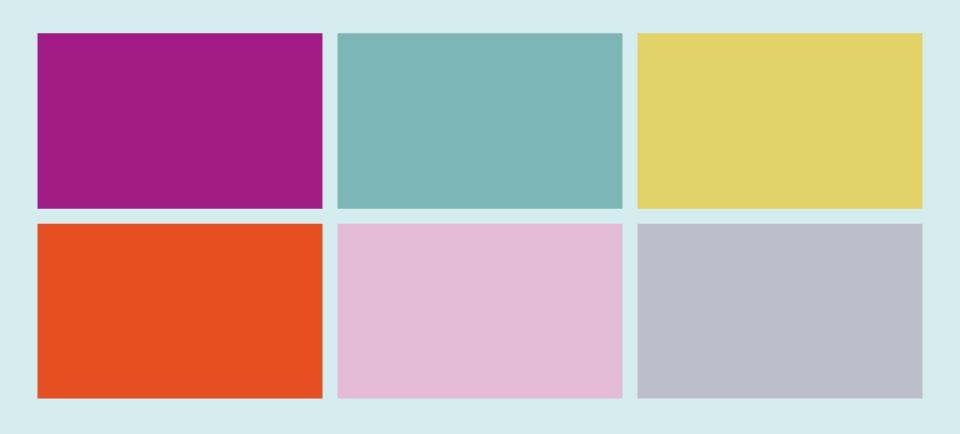
Emotional Granularity

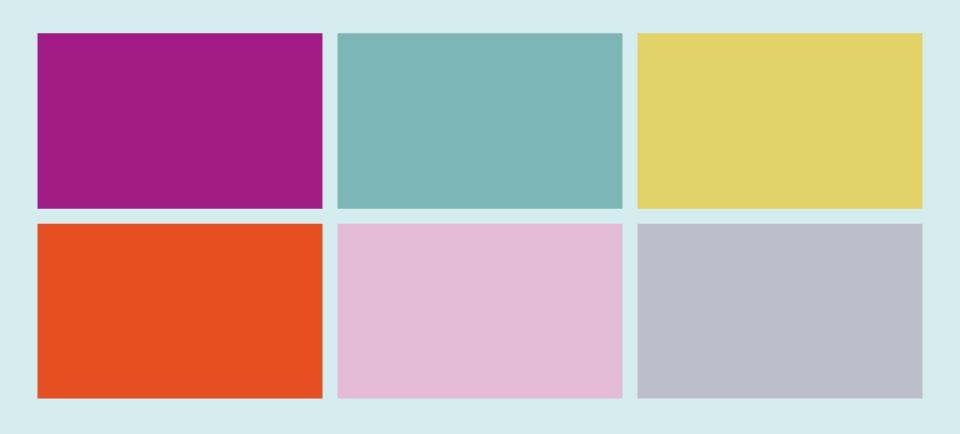
pinpointing what we're feeling improves our well-being, physical health and life satisfaction

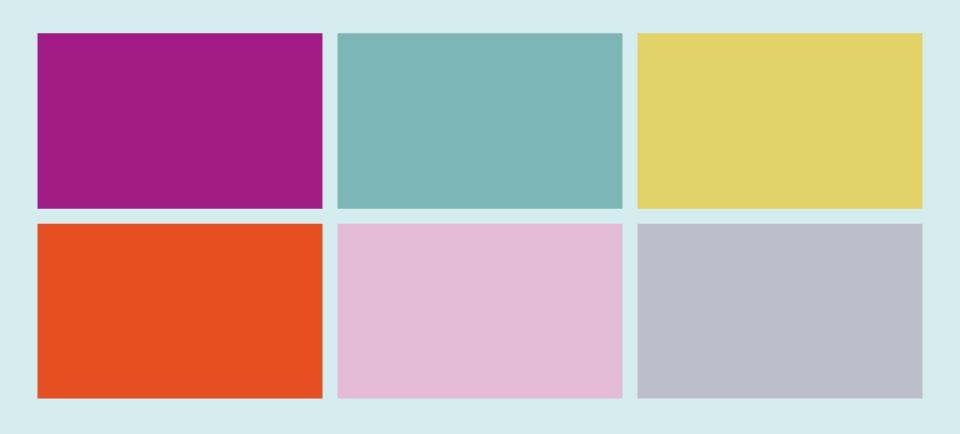










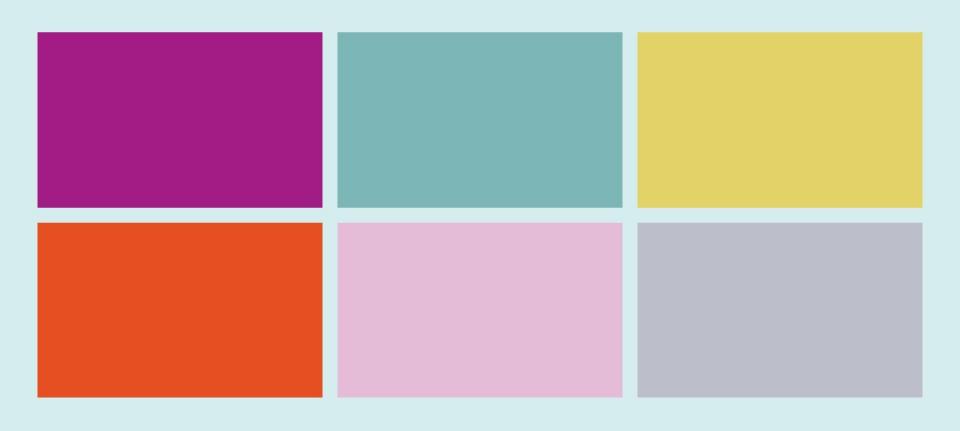


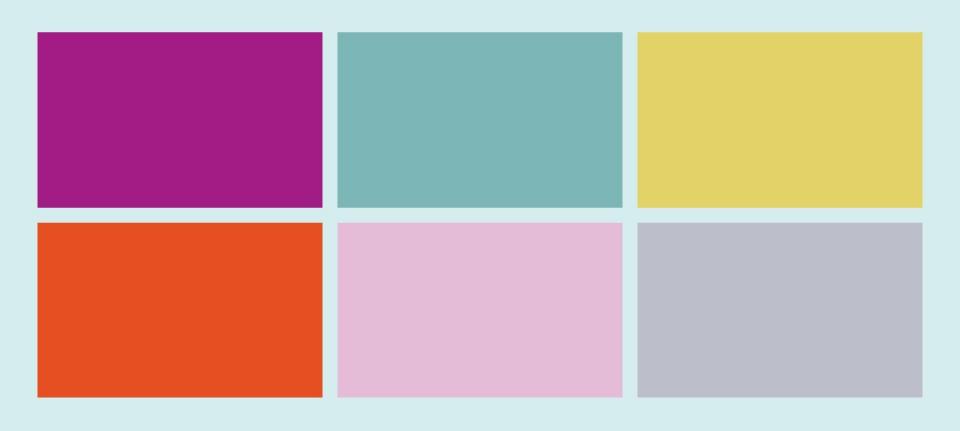
We can choose behaviors that better embody and illustrate the values necessary for us to thrive.

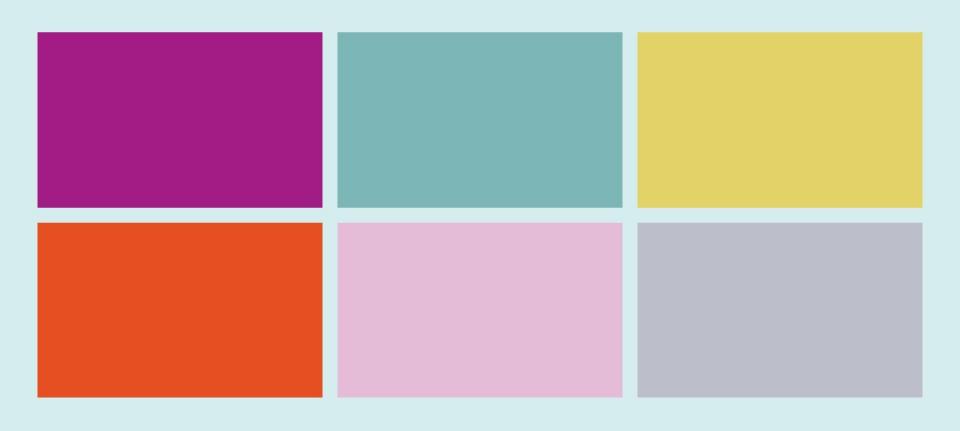
No one is immune to burnout.

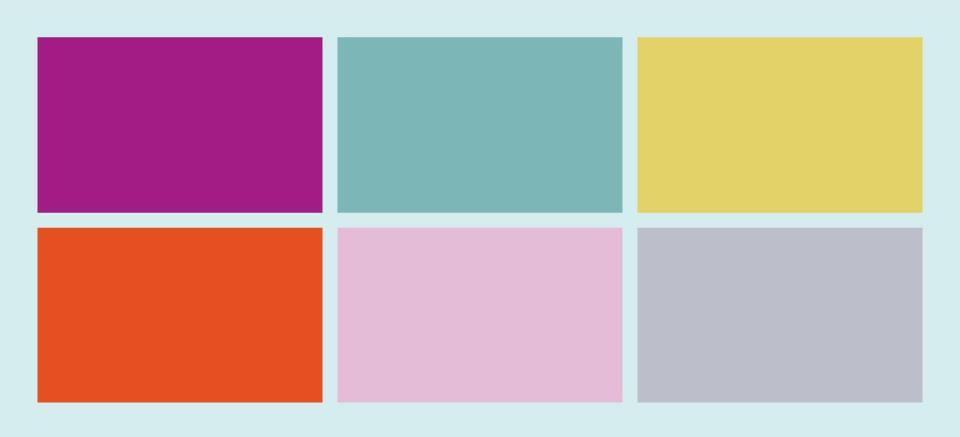
Revisit your tiny betrayals

What might you intentionally pursue today?









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 wellbeing 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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