Welcome to

Avoiding Burnout During Service

To join the audio portion by phone, please dial: 800.369.3164
Passcode: 9001560

This session will begin shortly.

The webinar will begin soon. While you wait, please share in the chat box: “How far along are you in your year of service?”
Tips for Participating

- Phones are muted.
- To share comments and ideas, use the Chat panel. Send to “All Participants”.
- To ask questions, use the Q&A panel. Send to “All Panelists”.
- Links and recording will be available after the session.
- Closed Captions can be viewed in the Media Viewer panel.
Welcome to

Avoiding Burnout During Service
Today’s Presenters

Molly Pelzer
Management Analyst
AmeriCorps VISTA

Elaine Williams
VISTA Trainer

Jasmyne Gilbert
VISTA Leader
Today’s Agenda

- Identifying symptoms of burnout
- Developing coping skills
- Addressing burnout during service
Chat Question

- How would you describe burnout?
Definition of Burnout

“Chronic events in which environmental demands, internal demands or both exceed the adaptive resources of an individual”.

Richard Lazarus, Psychologist
Symptoms of Burnout

- Physical, emotional and mental exhaustion.
- Believing your work doesn’t have meaning.
- Having low energy, and little interest at work.
- Persistent negative, critical or cynical attitude.
- Pervasive internal discontent with ourselves and with others.
How does burnout differ from stress?

<table>
<thead>
<tr>
<th>Stress</th>
<th>Burnout</th>
</tr>
</thead>
<tbody>
<tr>
<td>Short term</td>
<td>Long term</td>
</tr>
<tr>
<td>Situational</td>
<td>Chronic/ongoing</td>
</tr>
<tr>
<td>Individual engaged</td>
<td>Going through the motions</td>
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<tr>
<td>Tired but inspired</td>
<td>Exhausted/Disillusioned</td>
</tr>
</tbody>
</table>
Causes of Burnout

- Frail personal boundaries
- Financial struggles
- Chronic personal struggles
- Change: new beginnings, losses and challenges
Self-Reflection

- Are you at risk for burnout in your VISTA role?
- What are some of the real or potential causes?
- What are your ongoing common stressors?
- Do your coping strategies work for you?
# Checking Yourself for Burnout

## Instructions

For each question, click the radio button in the column that most applies. Then click the 'Calculate My Total' button to add up your score and check your result using the scoring table underneath.

<table>
<thead>
<tr>
<th>15 Statements to Answer</th>
<th>Not at All</th>
<th>Rarely</th>
<th>Sometimes</th>
<th>Often</th>
<th>Very Often</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 I feel run down and drained of physical or emotional energy.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>2 I have negative thoughts about my job.</td>
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</tbody>
</table>

Resource:
How well do you manage and cope with your stressors?
Self Awareness Stress Survey

- Rate how accurate the following statements are for you on a scale of 1 (not accurate) to 10 (very accurate):
  
  _____ I have trouble setting personal boundaries

  _____ Multi-tasking is a challenge for me
Prevention

- Focus on Long Term Coping Strategies!
  - Self Awareness
  - Self Care
Increase Your Self-Awareness

- Increase your “Emotional Intelligence”
- Reframe the situation
- Work with purpose
- Time management
Develop Self Care Habits

- Set good boundaries
- Embrace your total self: strengths and vulnerabilities
- Exercise and play regularly!
- Know what relaxes you
VISTA Leader Perspective

- Find your “thing”
- Know your “tribe”
- Do what you have to do to finish!

Jasmyne Gilbert
VISTA Leader
Literacy Coalition of Central Texas
Recommendations to manage some of the chief stressors for VISTAs
Poll

What has been the biggest stressor so far during your VISTA service?
Unclear Project Goals or VAD

- Review the original project application
- Revisit the Road Map notes on “what to ask your supervisor.”
- Use your VAD as the focal point of all your supervisory meetings.
- Identify all your non-VAD work

What other recommendations do you have for this challenge?
Lack of Supervisor Support

- Request fixed meeting times
  - Be clear about what you need

- Find other ways to connect
  - Skype or FaceTime
  - Offsite meetings

- Build additional support
  - Connect with other VISTAs or a VISTA leader

What other recommendations do you have for this challenge?
Managing your budget

- Create a realistic budget and stick to it.
- Inform your supervisor of any special financial challenges you may be facing.
- Team up with other VISTAs to share costs.
- Consider Part-time employment

What other recommendations do you have for this challenge?
Next Steps

✔ Identify your risk for burnout:
  • https://www.mindtools.com/pages/article/newTCS_08.htm

✔ Identify your chronic stressors:
  • http://www.vistacampus.gov/sites/default/files/Selfawaren
essstatements.pdf

✔ Increase your long term coping skills
Resources

Increase Self-Awareness

- **Relationships:**
  - Emotional Intelligence: 2.0

- **Work:**
  - Time Management webinar & tools list
    - [http://www.vistacampus.gov/resources/time-management](http://www.vistacampus.gov/resources/time-management)

- **Money:**
  - Managing Your Living Allowance
    - [http://www.vistacampus.gov/managing-your-living-allowance](http://www.vistacampus.gov/managing-your-living-allowance)

Increase Self-Care

- **VISTA Leader Stress Guide:**

- The Relaxation and Stress Reduction Workbook by Martha Davis
Evaluation

- Please take a few moments to share your feedback through the quick poll on the right side of the screen.
- How can we improve these sessions? What topics should we include in future webinars?
- Thank you very much for your time and participation!
To ask a question verbally, call in using the number on this slide and press *1

To ask a question electronically, use the Q&A feature located in the bottom right corner of the screen. Please ask “All Panelists”
Thank You for Your Participation!

If you have further questions or for more information, contact us: VISTAw webinars@cns.gov

Our next webinar:
Building a Professional Network for Service and Career

November 18, 2015
2:00pm Eastern

Visit the Webinars for VISTAs page on the VISTA Campus for a complete schedule of VISTA webinars