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# Building Resilience & Preventing Burn Out

# What will this presentation aim to do?

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Help you identify your stress peaks and recovery patterns



Help you identify warning signs of exhaustion/burn out



How to prevent burnout/exhaustion



Consider how resilience can aid you in your study and work life



# Stress

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Some stress can be stimulating, but too much makes decision-making worse and blocks good communication. It's clear that coping well with rapid and unpredictable change is good for individuals.

In the long run handling stress badly makes us ill, but research shows that it very soon makes us less smart and more unfriendly.

Some people handle difficulties well and they bounce back.

# What is resilience?

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The most resilient, find that adversity actually leads to learning and growth: they bounce forward.

This precious ability is obviously of enormous value for a leader, or anyone who works with the public on a challenging frontline.

And though there's no magic formula, there are evidence-based ways of helping people thrive when life and work are stressful: to make better decisions, stay inter-personally aware, and perform well without burning out.

(Westminster University: Centre for Resilience, 2019)

Commonly described as  
the ability to 'bounce  
back' after an adverse  
event



Often equated with  
'wellbeing'

# Fear of failure



“When students think about why something is wrong, new synaptic connections are sparked that cause the brain to grow. . . [this] suggests that [we] should value mistakes and move from viewing them as learning failures”

(Boaler, 2013)

“fear is good: fear is a wonderful indicator that we are doing new things, moving into new areas and undertaking new challenges. In this way fear is a good thing, it means that we are still growing, we are still alive. Arguably, if we are not experiencing some element of fears it means that we are stagnating . . . try to see fear as an indicator of growth and welcome it”

(Burns & Sinfield, 2004)

“And the more we listen to our fears, the more we will focus on our inadequacies – and the less we are likely to do”

(Burns & Sinfield, 2004)

Control the fear,  
don't let it  
control you!

Remember...



“To be able to move forward you must be able to look at any situation in which you find yourself and work out how you can take control of it – or how you can move forward

You are in charge of:

Your decisions

Your actions

Your state of mind

The amount of effort you put in”

(Burns & Sinfield, 2004, Jeffers, 2007)

# How can you build resilience?



**1.Nurture relationships.** Have a range of positive, supportive connections within and outside your family. If you don't, take steps to improve the situation. Join a club, local group, volunteer group, or an evening class.

**2.Find meaning in difficulties.** When faced with adversity, see if you can discover some positive way in which you've dealt with the challenge. People often report improved relationships, greater consciousness, or appreciation of life in the face of great difficulties.

**3.Be optimistic.** Use mindfulness to shift your attention from negative rumination to more positive thoughts about the future. Hope and optimism is a choice. Avoid seeing crises as insurmountable. You can't change the fact that very stressful events happen, but you can learn to change your response to that. The tiniest of changes counts, and meditation can help.

Avoid seeing crises as insurmountable. You can't change the fact that very stressful events happen, but you can learn to change your response to that.

**4.Be decisive.** Make decisions and take action rather than hoping things will get better one day. If you're not good at this, read about how to improve this skill or ask a trusted friend to help. Not making a decision is in itself a decision.

**5.Accept that change is part of living.** Expect things to change and adversity to occur, rather than pretend all will always be well. Change is part of life. Your goal is to cope effectively rather than avoid loss or pain.

Be kind...



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“Kindness is loaning someone  
your strength instead of  
reminding them of their  
weakness”



Author unknown



# What is burn out?



- Burn out is real! It can affect you emotionally, mentally and physically – don't let it do this to you!
- Pressure can cause your stress levels to increase this can sometimes lead to feelings of defeat and helplessness.
- You may start you day/week/career feeling fresh, you have motivation. However you're not an energiser bunny and sometimes slow and steady wins the race.

Some nurses feel there are just not enough hours in the day to effectively manage working, social time and/or a family. They begin to say no to things.

Some nurses take on extra shifts, however this deprives you of that essential time to recover.

# So what can you do to prevent it?



**Time management and setting priorities** – don't waste time on unnecessary tasks. This will free up time to do the things you actually NEED to do.



**Scheduling** – get a diary, organise your time into manageable chunks. You will be working on placement as well as studying. Try to organise what you will do and when, if you are studying as well as working keep your assignment deadlines in mind.



**Know your limits** – you will hear this a lot in nursing. In terms of your course there maybe things you wish to accomplish however sometimes we can't do it all at once. Decide what your limit is, put some things to the side to complete another time.



**Personal time** – we all need personal time, and this will help to bring your anxiety and stress levels down to a more manageable level. This will in turn make you productive when it comes to working again. Try not to feel too guilty about it, it will prevent burn out. Maybe schedule it in your diary!

# Finally...

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LEARN TO NOTICE YOUR STRESSORS  
AND ACT ON THEM EARLY



SEEK SUPPORT WHERE NEEDED – YOU  
DON'T HAVE TO DO THIS ON YOUR  
OWN



STAY ORGANISED, THIS WILL HELP  
YOU PRIORITISE YOUR TIME AND  
ENABLE YOU TO FEEL LESS BURDENED

# References/useful links

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- ✿ Boaler, J. (2013). Ability and Mathematics: the mindset revolution that is reshaping education. *Forum*, 55(1), 149.
- ✿ Burns, T., & Sinfield, S. (2004). *Teaching, Learning and Study Skills: A guide for tutors*. London: Sage
- ✿ Centre for Resilience, Retrieved from Westminster University: Centre for Resilience: <http://www.centreforresilience.co.uk/>
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- ✿ *Mindful*. (2019). Retrieved from 5 ways to build resilience every day: <https://www.mindful.org/5-ways-build-resilience-every-day/>