

milton COACHING
COLLECTIVE

Burnout Prevention During Winter

©4 2021 MasterClass

Presented by
Caroline Milton





Hi. I'm Caroline,
and I'm obsessed
with *stress*.

(I'm also a burnout addict in recovery.)

What is *burnout*?

A form of exhaustion caused by excessive and prolonged emotional, physical, and/or mental stress.

Causes of *burnout*

- Violation of boundaries around priorities and values
- Overcommitment to external obligations
- Lack of self-care
- Micro-aggression and systemic burden
- Unequal distribution of work/burden



My *burnout* story

B.S. Biomedical Engineering
10 years experiencing in manufacturing
7 years experience leading teams

Causes of my *burnout*

- ✓ • Violation of boundaries around priorities and values
- ✓ • Overcommitment to external obligations
- ✓ • Lack of self-care
- ✓* • Micro-aggression and systemic burden
- ✓ • Unequal distribution of work/burden



Is this stress or is this *burnout*?

Signs of *stress*

- Struggle to focus
- Sensory irritation (bright lights, loud noises, people touching you, etc.)
- Overwhelmed easily
- Never feel rested enough

Signs of *burnout*

- Constant feelings of overwhelm
- Unable to keep up with life's natural rhythms
- Inability to maintain regular emotions
- Chronic low energy/fatigue



Burnout can present differently

Physical:

- Low energy; feeling tired and easily fatigued much of the time
 - Frequent illness
- Frequent headaches, back pain, or muscle aches and pains
- Change in appetite or sleep habits

Behavioral:

- Substance abuse or dependency
 - Being irritable around others
 - Isolating oneself from others
- Withdrawing from responsibilities
 - Putting off getting things done

Emotional:

- Chronic feelings of self-doubt; sense of failure
 - Loss of motivation; decreased satisfaction
- Feeling defeated and alone in the world
- Feeling cynical and bitter about life

Common *burnout* mistakes

Misconceptions of *burnout*

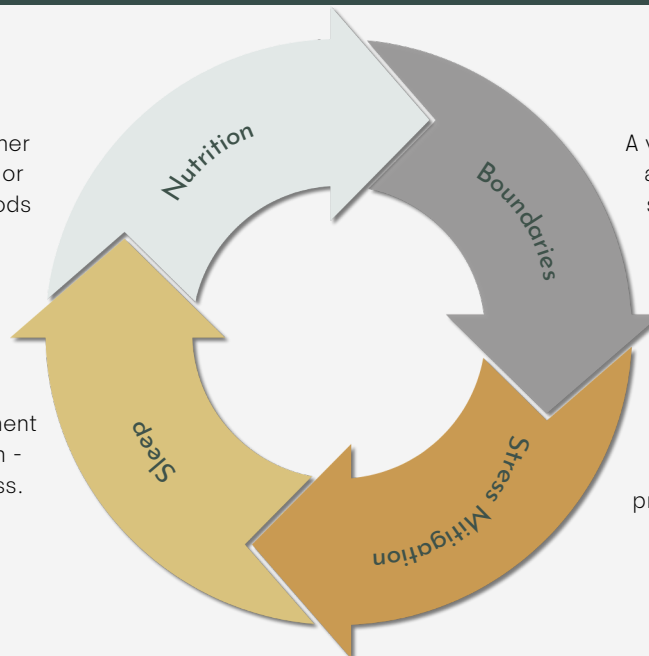
- It's completely external.
- A vacation will fix it.
- You can "work your way" through it.
- Self-care is self-indulgence.
- It's a sign of failure.
- It's not a big deal.
- You shouldn't talk about it, especially at work.
- What I do outside work* doesn't impact burnout.



A holistic approach to *burnout*

Food - and its nutrients - can either act as defense against burnout, or fuel its progress. Learn which foods to prioritize to manage stress.

Sleep acts as an integral component to balancing the nervous system - your body's mechanism for stress.

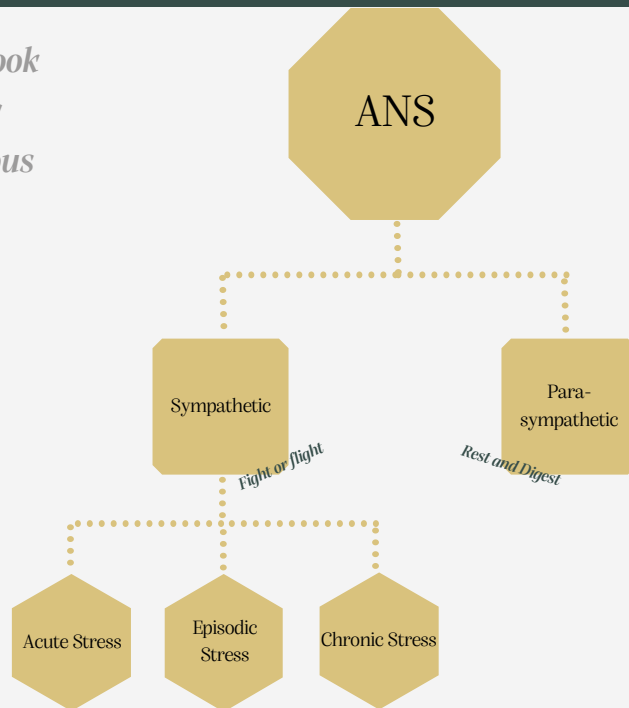


A violation of our values and priorities, and therefore, our boundaries, is a significant contributor to burnout.

From mindfulness to exercise, building a toolkit for calming the nervous system is an important preventative - and recovery - action.

The body's *stress* response

To better understand, let's look at the body's mechanism for stress: the Autonomic Nervous System (ANS).



The impact of chronic stress

- Increased blood sugar levels by reduction of insulin
- Weight gain through increase of glucagon
- Suppressed immune system
- Digestive problems through diminished nutrient assimilation
- Elevated risk of heart disease
- Reduction of melatonin
- Impairs balancing of sex hormones
- Adrenal fatigue
- Dehydration due to reduction of aldosterone
- Decreases serotonin and dopamine



Adrenaline

Important part of your body's ability to survive, but sometimes the body will release the hormone when it is under stress but not facing real danger. This can create feelings of dizziness, light-headedness, and vision changes. Also, adrenaline causes a release of glucose, which a fight-or-flight response would use. When no danger is present, that extra energy has no use, and this can leave the person feeling restless and irritable. Excessively high levels of the hormone due to stress without real danger can cause heart damage, insomnia, and a jittery, nervous feeling.

Cortisol

Cortisol can help control blood sugar levels, regulate metabolism, help reduce inflammation, and assist with memory formation. It has a controlling effect on salt and water balance and helps control blood pressure.

Your energy equation

$$R^3 > S_a + S_c$$

- Actively work to balance your rest, recovery and relaxation (R^3) with the time spent under chronic (S_c) and acute stress (S_a)
- Nourish your body through food, movement, sleep, and mindfulness to offset the impacts of stress
- Recreation = re-creation
- View yourself as a renewable resource

The top 10 challenges of winter

Colder weather

Changes in diet

More time indoors

Specialty drinks

Limited UVB absorption

Financial strain

Circadian rhythms

End of year deadlines

Uptick in caffeine intake

Changes in mood

Challenge: colder weather

The impact

- 12.5% fewer steps taken during winter (on average) than other seasons of the year.
- COVID-19 negatively impacted daily step count by 15%*
- Health goals or resolutions lose momentum
- Higher likelihood for dehydration



Movement as a burnout tool

Know how to use movement

- High-intensity exercise is considered an acute form of stress and can contribute to burnout
- Keep variety in movement to meet you where you are
- Studies show that walking in nature (green exercise) boosts mood and reduces negative self-talk
- Exercise releases endorphins and dopamine to help support mood



Challenge: more time indoors

The impact

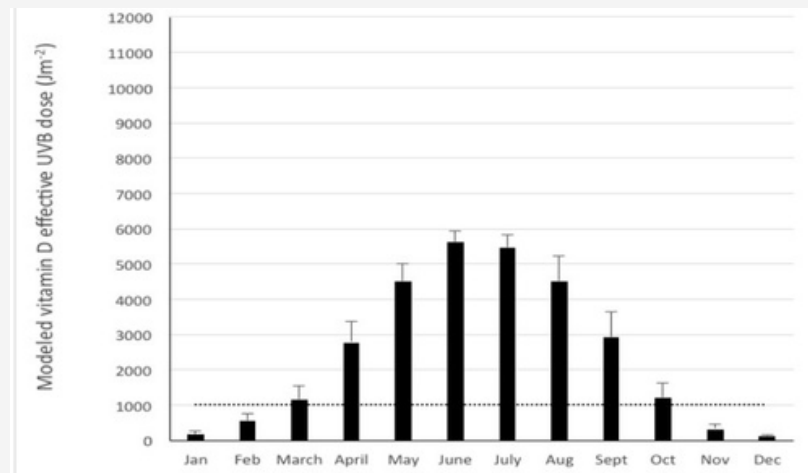
- Reduced movement
- Minimal social interaction
- Higher exposure to VOCs and biological pollutants
- Higher levels of NO₂ and particulate matter
- According to EPA, indoor air pollutants are between 2-5 more harmful than outdoor pollutants



Challenge: limited UVB absorption

The impact

- Vitamin D deficiency
- Low energy
- Sub-optimal immune system function
- Bone pain/weakness
- Reduced calcium absorption
- Increased risk of depression
- Elevated risk of heart disease, diabetes, and high blood pressure



Vitamin D absorption is highest at noon, during summer, and in low latitudes

The importance of Vitamin D

Be strategic with Vitamin D

- Produced by body in the presence of UVB rays
- Supports healthy bones and immune system
- Regulates adrenaline production in the brain
- Regulates dopamine production in the brain
- Protects from serotonin depletion
- Boosts energy production when binding with magnesium
- Reduces levels of cortisol in the body
- Supports exercise and endurance

Food sources of Vitamin D

- Cod liver oil
- Swordfish
- Sockeye salmon
- Tuna
- Fortified orange juice*
- Fortified milk & yogurt
- Sardines
- Eggs

Functions of endocrine system

- Cardiovascular Support
- Stress Response
- Mood & Cognitive Function
- Energy Conversion
- Weight Management
- Reproductive Functionality
- Digestion
- Bone Health
- Temperature Regulation
- Growth



Challenge: circadian rhythms

The impact

- The body produces melatonin and cortisol to help maintain circadian rhythms
- Hunger cues/cravings are exaggerated
- Suboptimal metabolism
- Sleep disruptions, causing rise in inflammation/soreness/aching
- Lower energy and tolerance to stress



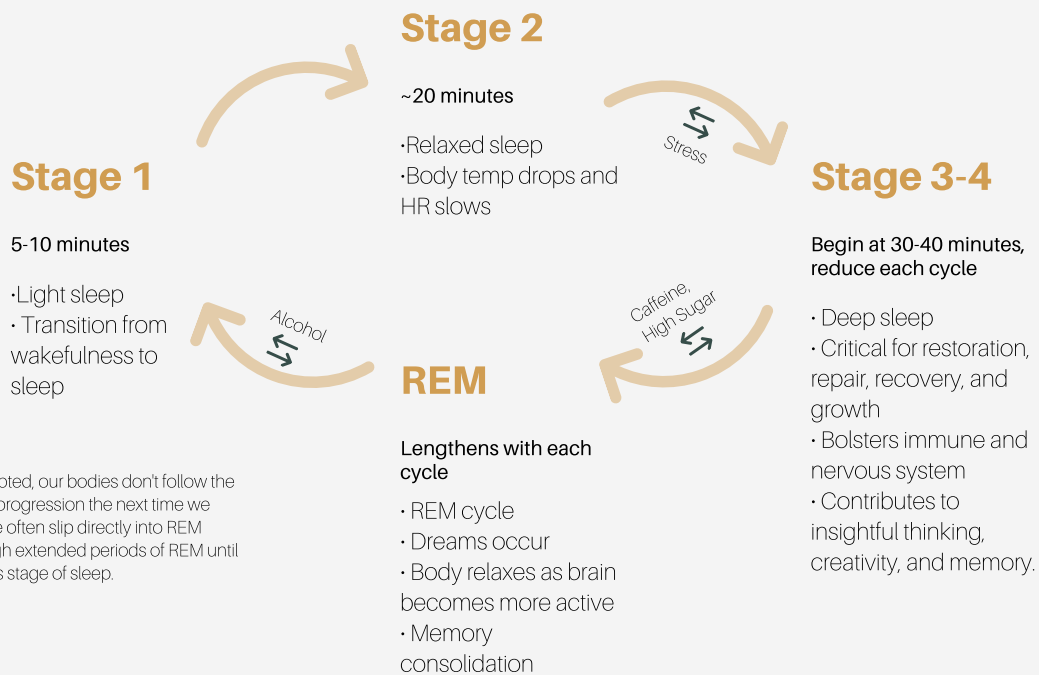
Sleep: The burnout martyr

The impact

- Studies show productivity and cognitive functioning slows dramatically with fewer than 5 hours sleep at night
- Tasks take longer to complete because of
- Likelihood for making errors or injury increases
- More prone to switch-tasking to "catch up"
- Irregular sleep patterns contribute to fatigue
- Body does not have adequate time to rebound from stressors of the day



The sleep cycle



If REM sleep is disrupted, our bodies don't follow the normal sleep cycle progression the next time we doze off. Instead, we often slip directly into REM sleep and go through extended periods of REM until we "catch up" on this stage of sleep.

Challenge: caffeine dependence

The impact

- Caffeine simulates a stress response in the body
- Adrenaline is released, causing a domino-effect of cortisol dump (release of glucose)
- Blocks adenosine-receptors, which inform the brain of tiredness
- Causes blood sugar crash, low energy, and cravings



Challenge: specialty drinks

The impact

- Alcohol sales are highest in Q4 of the year
- Alcohol disrupts:
 - Growth and development
 - Maintenance of blood pressure & bone mass
 - Reproduction
 - Production, utilization, and storage of energy
- Specialty coffee drinks typically have espresso, which spikes adrenaline and cortisol levels
- Water consumption drops and dehydration increases during winter



Staying hydrated as a burnout tool

The impact

- Men require at least 15 cups of water per day, women require 11
 - The average American drinks 8 cups per day
- Water supports:
 - Energy metabolism
 - Immune functionality
 - Digestive efficiency and nutrient uptake (especially of water-soluble vitamins)
 - Blood pressure
- Dehydration link to temporary increase in cortisol



Challenge: changes in diet

The impact

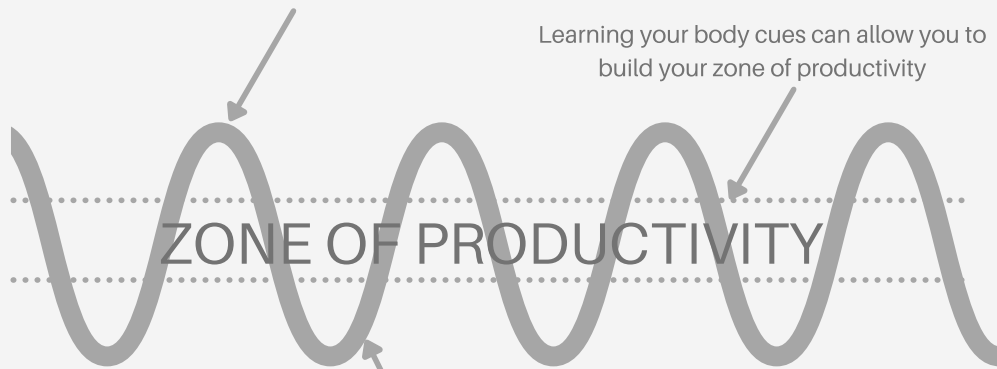
- Stress diminishes key nutrients critical for cognitive thinking, mood regulation, energy metabolism, immune system functioning, focus, hormone production, and more
- Sugar increases inflammation in the body, linked with stress and depression
 - Also linked to disruption of hunger hormones
- Excess gluten also linked with inflammation and separation of gut lining
- Eating past fullness leads to digestive stress



Food drives our productivity

Blood sugar spikes, signaling release of insulin, suppression of ghrelin.

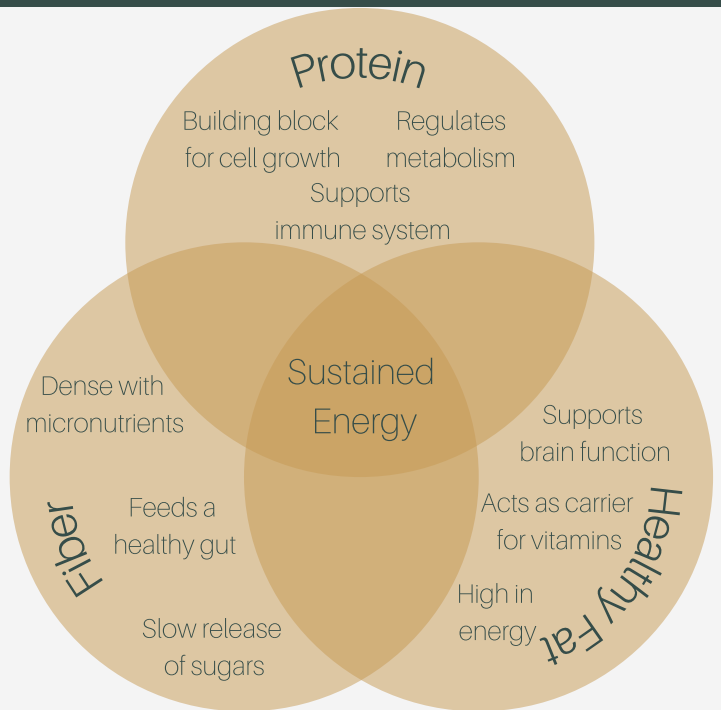
Learning your body cues can allow you to build your zone of productivity



Blood sugar drops, bringing energy with it.
Brain sends signal for ghrelin, often remedied by simple carbohydrates and/or caffeine

Food as a burnout tool

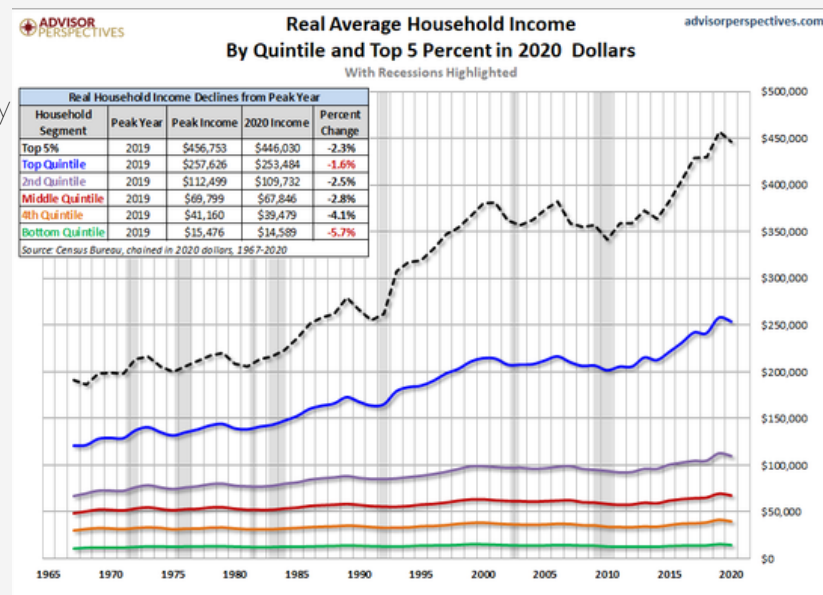
- Foods like ginger, bone broth and turmeric help reduce inflammation in the body, lowering overall stress
- Naturally-occurring antioxidants act as the "cleaning crew" of your diet and help keep blood sugar stable
- Mood-boosting foods, like gogi berries and rhodiola help offset symptoms of depression and anxiety



Challenge: financial strain

The impact

- Americans spend an average of \$1000 on holiday gifts
- Holiday loans have high interest rates (sometimes well into triple digits)
- Supply chain disruptions have led to inflation in pricing and delays in shipping
- Greater income discrepancies between the top 5% and the rest of Americans



Challenge: EOY deadlines

The impact

- Performance reviews
- Budget targets (over-spending)
- Vacation coverage
- Higher sensitivity to work-life conflict
- Increased workload
- Understaffing (hiring freezes)



Enforce your boundaries

Critical for burnout

- Identify values and priorities, and the identities associated with each
- Recognize where you need boundaries to fulfill those identities
- Use trade-off analysis to practice the art of saying "yes"



Challenge: changes in mood

The impact

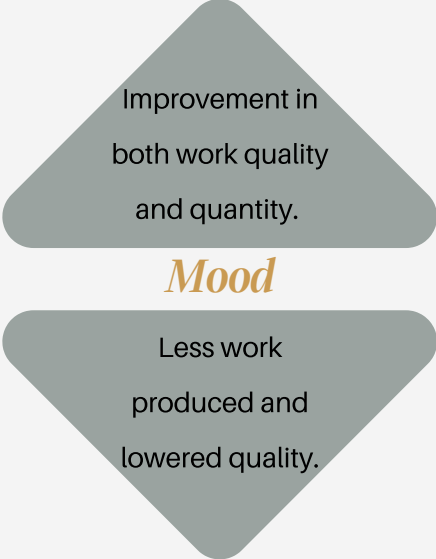
- Mood has a strong effect on the employees' productivity and tendency for procrastination.
- Happy employees showed at 12% increase in productivity while unhappy employees demonstrated a 10% decrease in productivity.
- Your early day mood may be critical for having a productive day.
- 6% of population deals with SAD, especially in northern states



Productive moods

Ways to Improve Your Morning Mood

- Implement a start-up/morning routine
- Schedule difficult meetings for later in the day
- Begin the work day with acknowledgement/celebration
- Eat a breakfast (!) with mood-boosting foods
- Clear the clutter - start the day with a clean bedroom and a clean desk

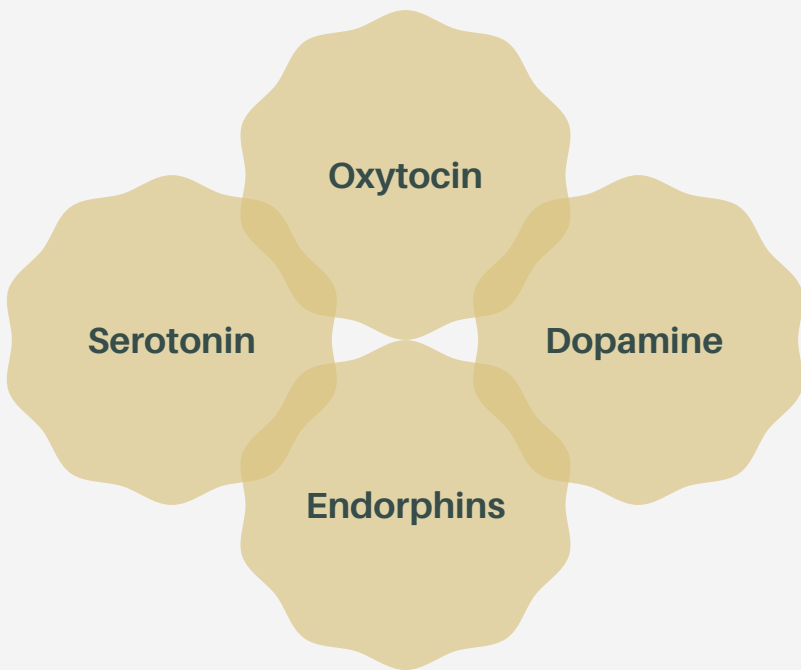


Improvement in
both work quality
and quantity.

Mood

Less work
produced and
lowered quality.

The happy hormones



Ideas to support your mood

Use variety

- Check your Vitamin D intake
- Exercise regularly
- Find ways to laugh
- Reward your own behavior (gratitude/acknowledgment)
- Seek intimacy (safely and securely)
- Sensory scans
- Memory banking

Use food

- Spice (heat)
 - Foods high in tryptophan
 - Eggs
 - Almonds
 - Yogurt
 - Beans
 - Animal meat
 - Probiotics
- (minimize sugar and caffeine)

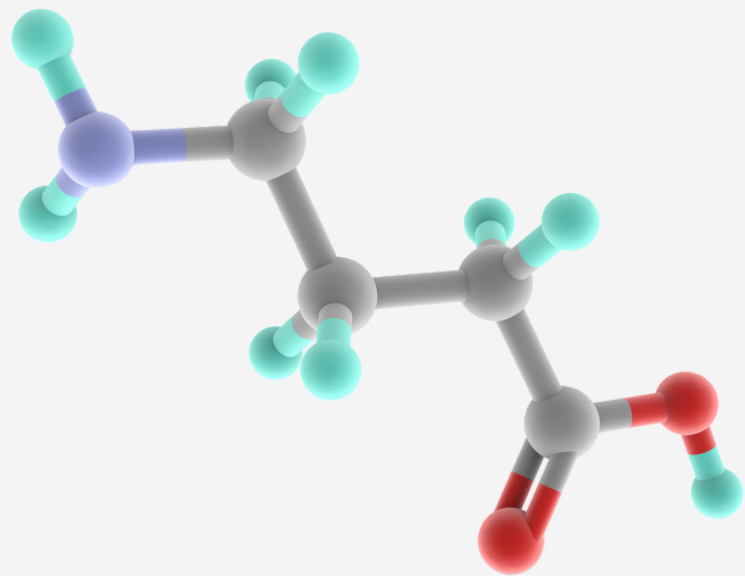
Use food to boost your mood

Introducing GABA:

Gamma-aminobutyric acid, or GABA, is a neurotransmitter produced in the gut microbe and helps control feelings of fear and anxiety.

Sources Include:

- Fish and shellfish.
- Beans and lentils.
- Sprouted whole grains (especially brown rice)
- Tomatoes.
- Berries
- Probiotics





10 tools to prevent *burnout* this winter

(really, in any season)

#10: Get tested



#9: Be intentional with food/water



#8: Identify what your body needs



#7: Create an environment of sleep



#6: Move your body every day



#5: Practice mindfulness



#4: Go outside at lunch (and supplement your Vitamin D)



#3: Nourish yourself daily



#2: Collect (and record) the wins



#1: Honor yes/no with boundaries





Engineer Your Energy

with Milton Coaching Collective



LinkedIn

info.miltoncc@gmail.com

Email Address

www.miltoncc.com

Website