



# Workbook, CPD & Reflection Log

## Episode 160: How to Avoid Burnout on Repeat

with Dr Claire Ashley

Burnout is a genuine issue that high-stress professionals face daily. It is prevalent with healthcare providers because of the current healthcare system's needs and demands. The thing is, burnout shouldn't be a repeating experience in your life. There are many ways you can protect yourself and prevent it from happening again.

Equip yourself with the knowledge and skills that can guard you against burnout. Learn to recognize when you're starting to slip and stop it before it's too late. Take control of what you can and make changes to help you live a happier, healthier life.

Do you want to learn and understand the realities of burnout? Do you want to know what you can do to avoid experiencing them in the future? Tune in to this episode!

### Podcast links

[Associations of physician burnout with career engagement and quality of patient care: a systematic review and meta-analysis](#)

[Tara Brach on Real But Not True: Freeing Ourselves from Harmful Beliefs](#)

You Are Not a Frog [Episode 112: Why We're Ditching the Term 'Imposter Syndrome' with Dr Sarah Goulding](#)

[Laura Hyde Foundation](#)

Check out the [Faculty of Medical Leadership and Management Conference](#) for Rachel's panel discussion on job crafting.

Register for the free upcoming training, [If I Don't Do It, No One Will: The Ultimate Guide to Loving Your Limits for Leaders Who Do It All](#) on March 27.

[THRIVE Weekly Planner](#)

Join the Permission to Thrive CPD Monthly Membership Programme for Doctors [here!](#)

Reach out to Rachel at [hello@youarenotafrog.com](mailto:hello@youarenotafrog.com)

Sign up to get your [CPD workbook](#) for this episode



## Guest links

### Connect with Claire:

[Instagram](#) | [Website](#) | [Do Yourself No Harm](#)

Join Claire's Facebook Group, [The Burnout Doctor](#)

### Quote to remember:

*“If you go back to work and you're still not quite right, don't beat yourself up. It takes a very long time to get over burnout and to start to feel better as well.”*

## What You Will Learn

Burnout is very real. It remains a threat to many high-stress professionals' physical and mental health. But while the risk is high, you can take action and make changes to avoid burning out. When you understand burnout and how it can affect your brain, you'll recognise it before it worsens. That way, you can recover from it entirely and prevent it from happening again.

In the first part of the activity, you'll find that you need to know and be aware of when you're burning out. By reflecting, you can look within and catch any emotions, thoughts, and behaviours that can lead to burnout. You'll also learn about the 12 theoretical stages of burnout and be able to see if you're in one of them. Don't let yourself reach stage 12 and experience a burnout crisis.

Once you recognise how burnout can affect your life, you can take action and prevent it. The second part focuses on the practices and people that can help protect you from burnout. Learn to manage your stress with evidence-based measures. Build stronger relationships with the people around you. When you handle stress and surround yourself with great people, you're less likely to burn out.

The last part focuses on change and what you can do as you return to a stressful work environment. You'll learn that you have choices to improve your life. Take control where you can in your career, and craft your job in a way that suits you. Don't let burnout happen again and again. Learn, take action and make the changes that can help you live and work without burning out.



## Activity: Changing Your Meeting Culture

Burnout can creep up on you without you warning. One of the first things to help you recognise it is having a reflective practice. Take a moment to reflect on where you are right now.

**How stressed are you? Is it getting worse, and what's your current mood?**

Write your thoughts and aim to reflect regularly.

Once you realise something might be wrong, you can use the twelve theoretical stages to reflect and recognise the warning signs of burnout. In the table below, write how each stage may manifest and check if these things are true for you.

Stage of Burnout	How It Can Manifest	Are You Here?
1. Excessive Drive/Ambition		
2. Unable to Switch Work Off		
3. Neglecting Self-care		
4. Displacing Conflicts		
5. Revision of Values		
6. Denial of Emerging Problems		
7. Withdrawing from Social Life		
8. Exhibiting Behavioural Changes		
9. Depersonalising		
10. Feeling Empty Inside		
11. Depressed and Exhausted		
12. Burnout Crisis		



Be sure to act before you're in a burnout crisis. Remember, you have permission to make decisions to feel better. **What evidence-based practices help you manage stress?** List them and take a few minutes from your busy day to try them.

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

The people around you can help protect you against burnout. **Who are your colleagues, friends and family that can support you?**

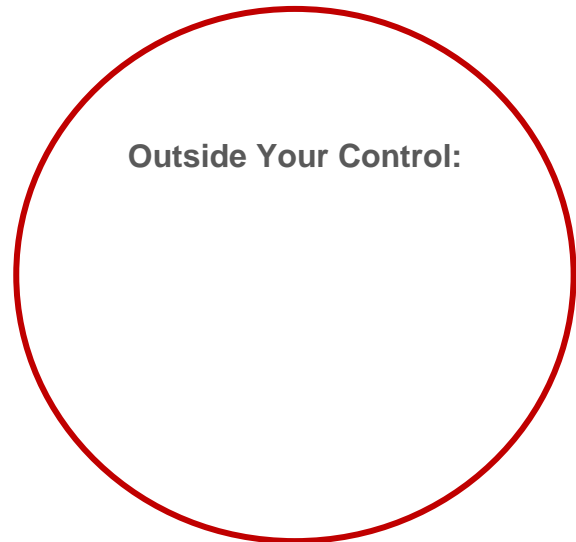
Colleagues	Friends	Family
<ul style="list-style-type: none"><li>●</li><li>●</li><li>●</li><li>●</li><li>●</li><li>●</li></ul>		

**How can you build a stronger relationship with them?**

Recovering from burnout can be difficult. Don't rush it, and take the time you need. As you start thinking about returning to work, consider the changes you can make and what you can control. Use the zone of power below to find out what choices you have.



## ZONE OF POWER



Look at your answers within the circle of things you can control. Among these, mark those you can do starting today to take control of your life.

Now that you know what you can change, **craft your job to fit you better**. Use these questions to see how to shape your job.

What parts of your job do you enjoy doing?

Why did you choose this job?

What motivates you to keep working?



What are your values now that you've recovered from burnout?

Use your answers to guide your career and craft it into what works best for you.

Lastly, **put yourself first**. Let go of the guilt you have. What can you do now to prioritise yourself, your health and your happiness? Do it today, and keep doing more for yourself in the future.

### CPD time claimed:

For more episodes of *You are not a frog*, check out our website [www.youarenotafrog.co.uk](http://www.youarenotafrog.co.uk). Follow Rachel on Twitter @DrRachelMorris and find out more about the [Permission to Thrive](#) CPD membership for doctors and online and face-to-face courses on surviving and thriving at work at [www.shapestoolkit.com](http://www.shapestoolkit.com).