

A Break from Burnout: *A Positive Psychology Approach*



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About Me:

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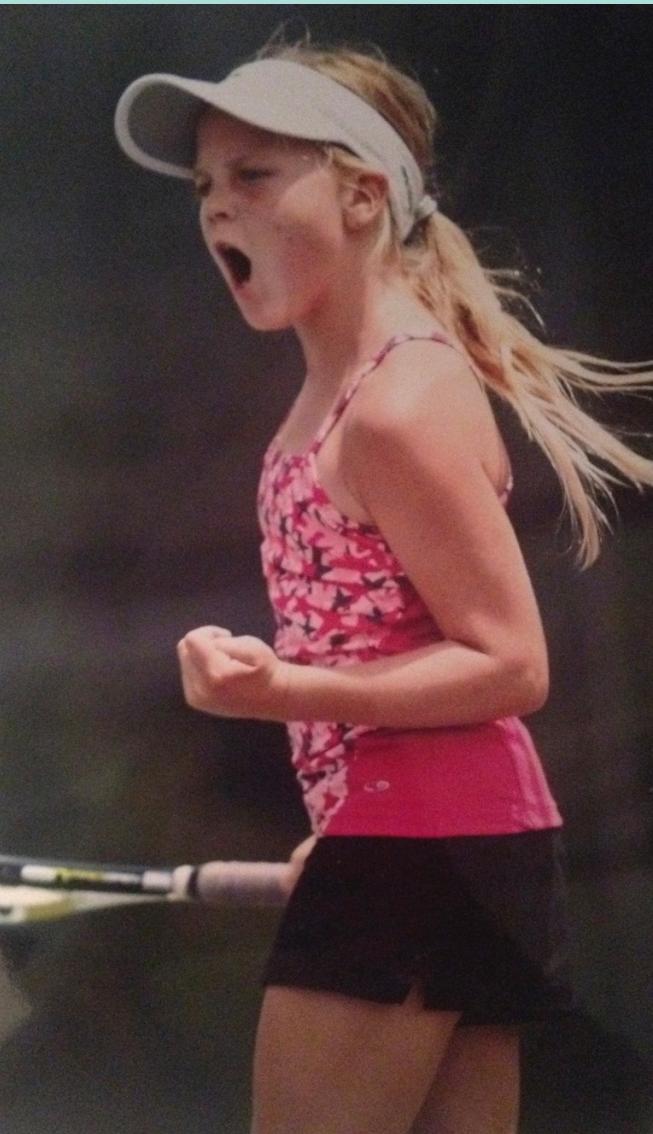
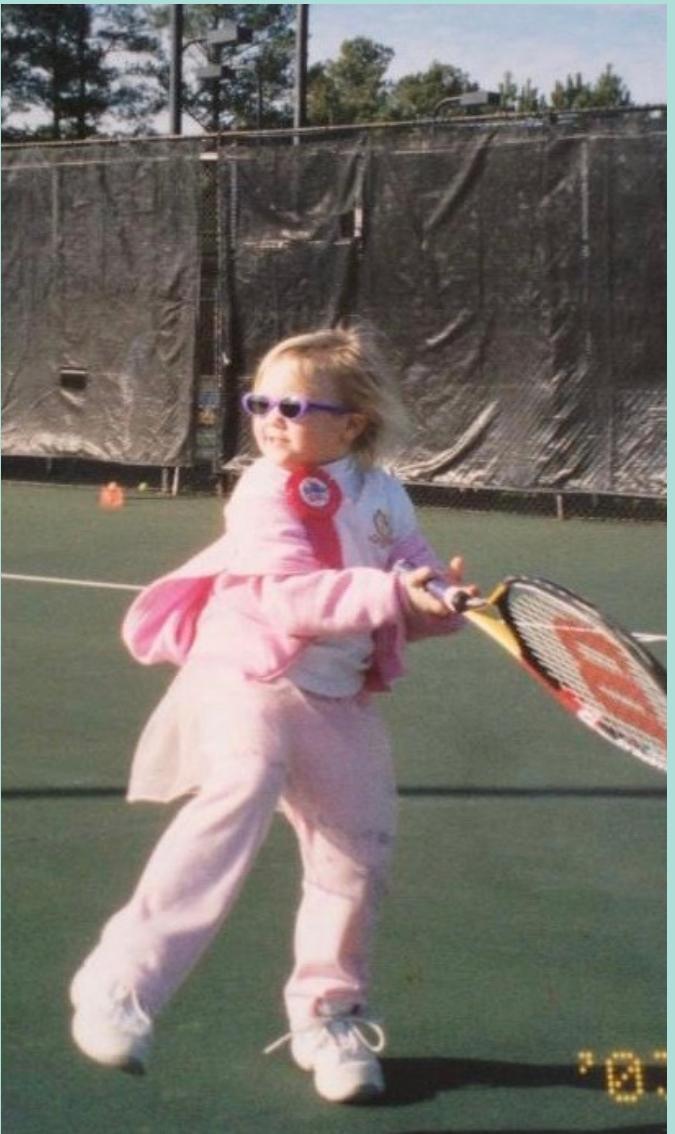


Agenda:

- Personal Relevance
- Basics of Burnout & Positive Psychology
- Group Activity
- Discussion & Practical Application
- Q&A



Personal Relevance



Values in action

Honesty

Humor

Perseverance

Kindness

Spirituality

W TH F S Sn

x

x

x

x

x

What's Burnout?

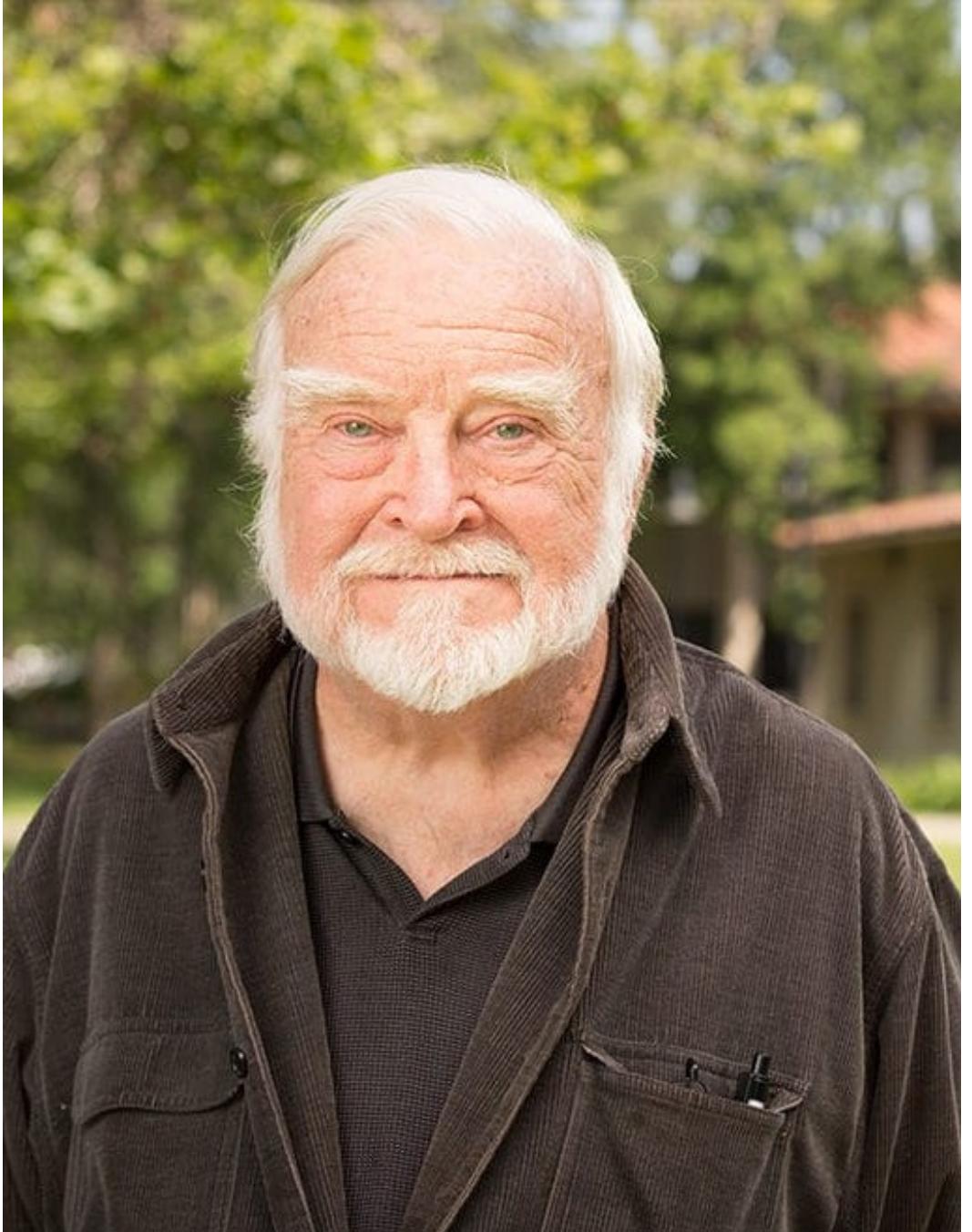
- A psychological syndrome of **exhaustion, cynicism, and inefficacy**, which is experienced in response to chronic job stressors.
- Response to prolonged and chronic **emotional and interpersonal stressors** while on the job
- Impairs both **personal and social** functioning
- Organizational context is one of the prime predictors of burnout

(Maslach & Leiter,
2007)

**Positive Psychology helps answer
the question of how we can
combat burnout when we cannot
change the environment we are a
part of.**

Seligman & Csikszentmihalyi

- Credited with formally introducing positive psychology in 2000
- Felt that focus on pathology left little room to foster flourishing
- Readjusting the focus from repairing the worst things to also building positive qualities



What Positive Psychology is Not

- Positive psychology does not involve ignoring and denying the existence of suffering and distress (**Gable & Haidt, 2005**)
- Positive Psychology does not ignore, invalidate, or disregard medical or pathological models of psychology
- Positive Psychology is not about “being happy” but rather pursuing well-being and flourishing amidst distress
- Positive Psychology is not just “having a positive attitude”



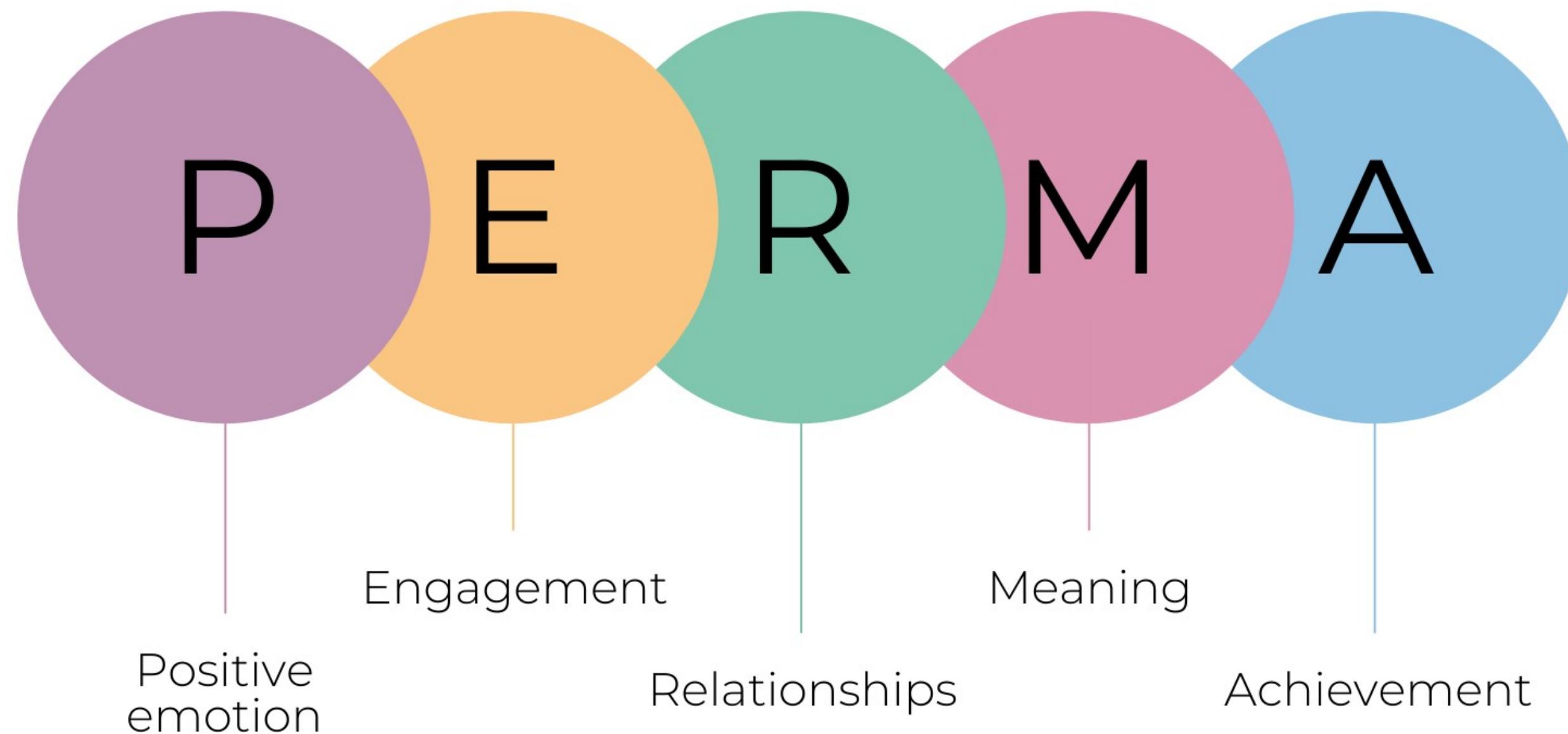
What is Positive Psychology?

- Exploration of an individual's strengths and virtue (**Seligman & Csikszentmihalyi, 2000**).
- The pursuit of one's overall well-being, learning to discover joy, and increasing fulfillment and contentment in one's life
- Through fostering positive emotions and building character that a foundation to begin working to alleviate suffering is created (**Duckworth et al., 2005**).
- Investigate the entirety of the human experience, acknowledging the existence of the negative while simultaneously promoting the positive.



**How do we use Positive
Psychology to pursue
well- being?**

Seligman's PERMA Theory of Well-Being



**Engagement is believed to
be the opposite of
burnout, but is it the most
effective option to
combating burnout?**

Values-in-Action

Peterson and Seligman (2004) created the Character Strengths and Virtues: A Handbook and Classification to highlight and classify strengths and values that contribute to fulfillment and psychological well-being.

Studies have found participants who performed identifying signature strengths and using signature strengths in new ways within the work context achieved higher levels of well-being.

Experiencing harmonious passion: when we feel we are able to express who we are and what's most important to us through what we do

“Using signature strengths in a new way”

Positive Psychology
interventions tailored to
fostering meaning and
accomplishment can help
combat burnout when
burnout is already present.

WISDOM

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Creativity

Originality; adaptive; ingenuity



Curiosity

Interest; novelty-seeking; exploration; openness to experience



Judgment

Critical thinking; thinking things through; open-minded



Love of Learning

Mastering new skills & topics; systematically adding to knowledge



Perspective

Wisdom; providing wise counsel; taking the big picture view

COURAGE

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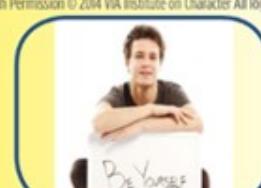
Bravery

Valor; not shrinking from fear; speaking up for what's right



Perseverance

Persistence; industry; finishing what one starts



Honesty

Authenticity; integrity



Zest

Vitality; enthusiasm; vigor; energy; feeling alive and activated

HUMANITY

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Love

Both loving and being loved; valuing close relations with others



Kindness

Generosity; nurturance; care; compassion; altruism; "niceness"



Social Intelligence

Emotional intelligence; aware of the motives/feelings of self/others; knowing what makes other people tick



{where the world finds strength}

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JUSTICE

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Teamwork

Citizenship; social responsibility; loyalty



Fairness

Just; not letting feelings bias decisions about others



Leadership

Organizing group activities; encouraging a group to get things done

TEMPERANCE

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Forgiveness

Mercy; accepting others' shortcomings; giving people a second chance



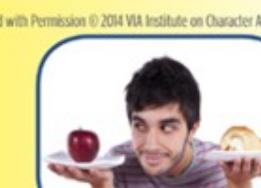
Humility

Modesty; letting one's accomplishments speak for themselves



Prudence

Careful; cautious; not taking undue risks



Self-Regulation

Self-control; disciplined; managing impulses & emotions



Humor

Playfulness; bringing smiles to others; lighthearted



TRANSCENDENCE

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Appreciation of Beauty and Excellence

Awe; wonder; elevation



Gratitude

Thankful for the good; expressing thanks; feeling blessed



Hope

Optimism; future-mindedness; future orientation



Humor

Playfulness; bringing smiles to others; lighthearted



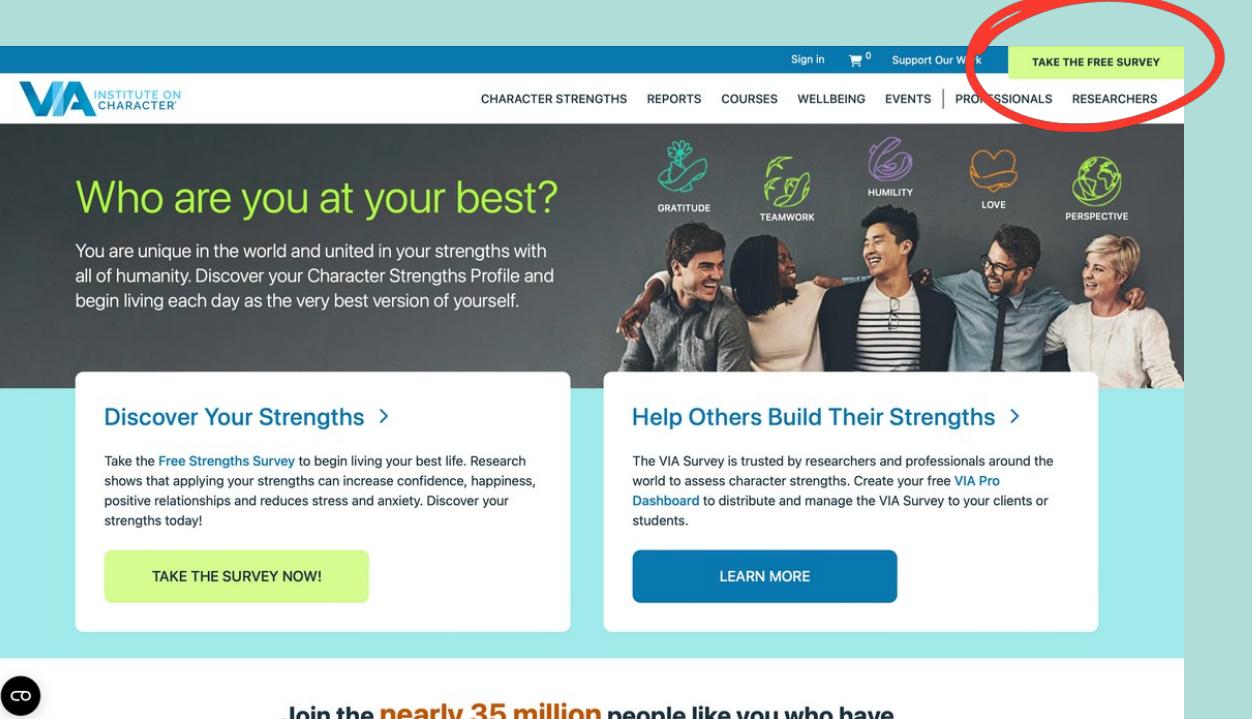
Spirituality

Religiousness; faith; purpose; meaning

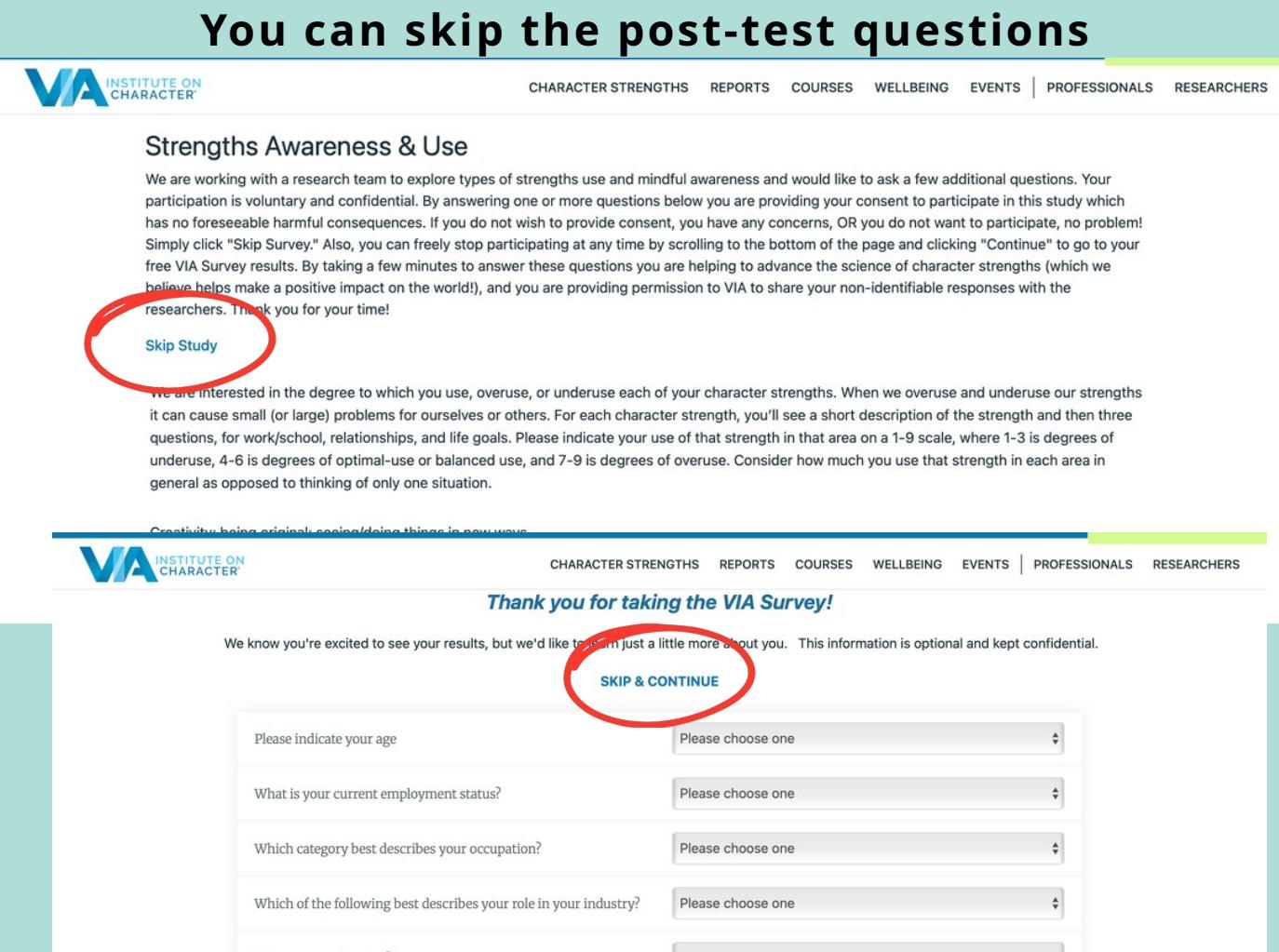
Group Activity

Instructions:

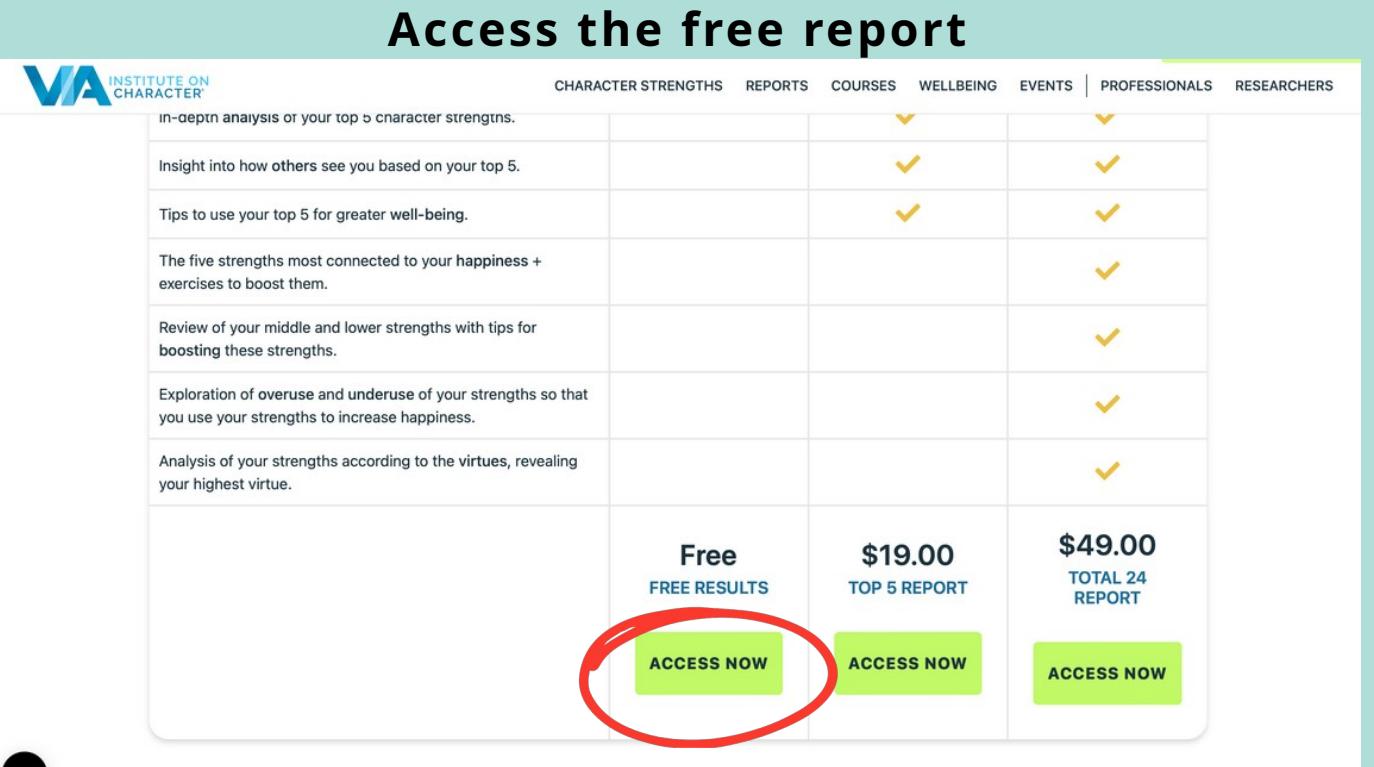
1. Go to www.viacharacter.org and select "Take The Free Survey"
2. Register and create an account
3. Take the survey
4. You can skip the post-test questions
5. Click "Get Free Report"
6. Identify your top 5 character strengths



The VIA Character website homepage. At the top, there is a navigation bar with links: Sign in, Support Our Work, TAKE THE FREE SURVEY (highlighted with a red circle), CHARACTER STRENGTHS, REPORTS, COURSES, WELLBEING, EVENTS, PROFESSIONALS, and RESEARCHERS. Below the navigation, a large banner asks "Who are you at your best?". It features a photo of a diverse group of people and icons for Gratitude, Teamwork, Humility, Love, and Perspective. Two call-to-action boxes are present: "Discover Your Strengths" (with a "TAKE THE SURVEY NOW!" button) and "Help Others Build Their Strengths" (with a "LEARN MORE" button). At the bottom, a footer states "Join the nearly 35 million people like you who have" followed by a small circular logo.



The VIA Character survey page. At the top, the VIA logo and navigation links are visible. A section titled "Strengths Awareness & Use" contains text about participating in a study and a "Skip Study" button (highlighted with a red circle). Below this, a section about character strength use is shown. Further down, a "Thank you for taking the VIA Survey!" message is displayed, followed by a "SKIP & CONTINUE" button (highlighted with a red circle) and a series of demographic questions with dropdown menus.



The VIA Character report page. At the top, the VIA logo and navigation links are visible. A section titled "Access the free report" lists various report options with checkmarks. Below this, a table compares three report types: "Free FREE RESULTS" (highlighted with a red circle), "\$19.00 TOP 5 REPORT", and "\$49.00 TOTAL 24 REPORT". Each report type has an "ACCESS NOW" button (highlighted with a red circle).

Reflection Questions

- Do the top 5 resonate with you as signature strengths?
- When you think about a time when you were functioning at your best (felt good to be you), which strengths were you harnessing?
- When you think of a time when you were stressed, tested, or feeling low, which strengths did you use to move forward?



Practical Application

Bringing our attention to consciously using our strengths and making committed action

toward the values and strengths that are already true of us allows us to experience meaning and accomplishment regardless of our environment and combat feelings of burnout

How can you implement your strengths in your workplace?

Some Examples

Strength

Judgement: Ask one or two clarifying questions of someone who has a different approach to life or different beliefs than you

Perspective: For one of your interactions today: First, listen closely. Second, share your ideas and thoughts.

Love: Tell someone about a strength you saw them use and how much you value it.

Zest: Express energy through an outfit or fun accessory

Fairness: Include someone in a conversation who is typically excluded from groups or is a newcomer.

Forgiveness: Give yourself permission to make a mistake

Spirituality: Consider the sacredness of a given moment

Q&A

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