

A Break from Burnout:

A Positive Psychology Approach

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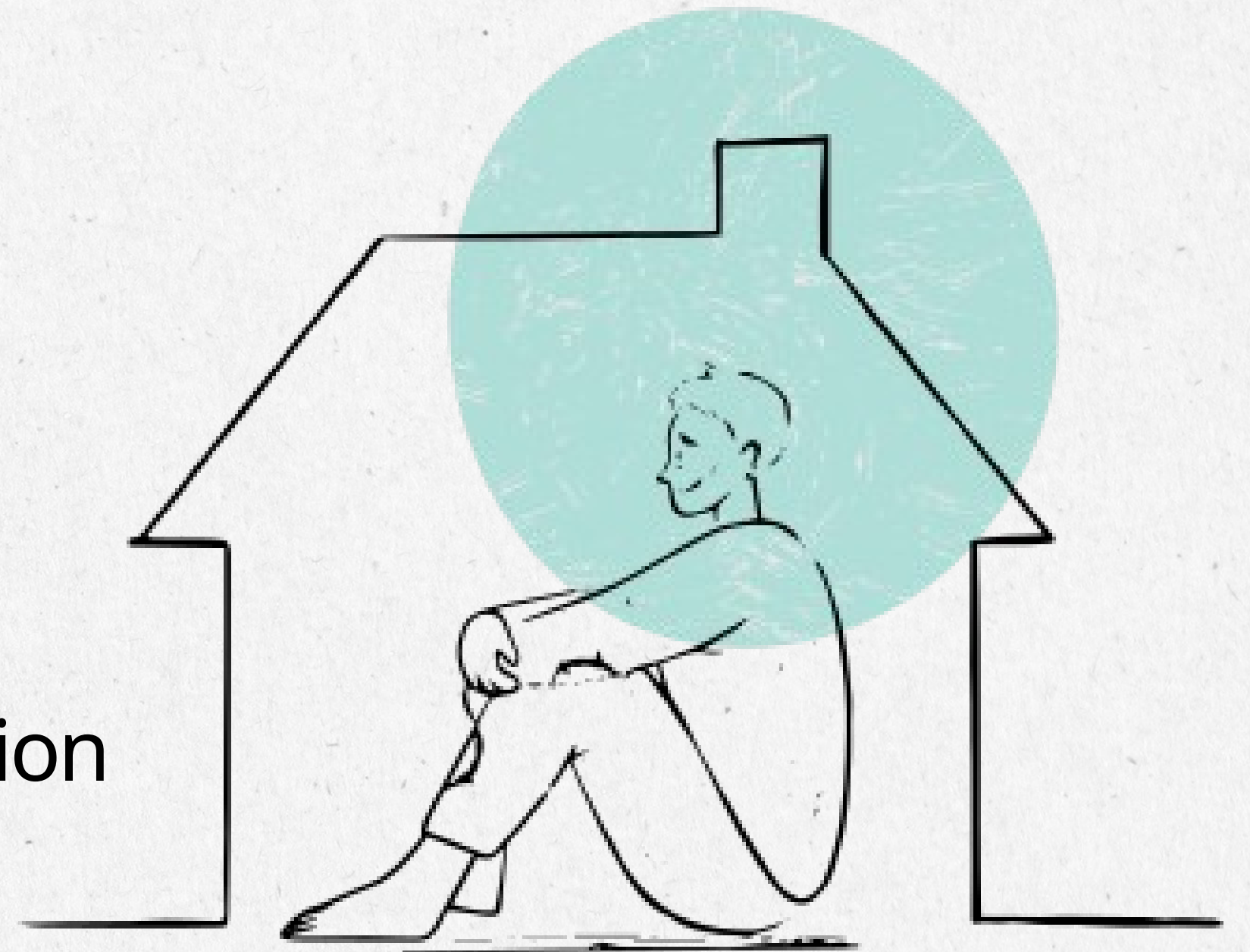
About Me:

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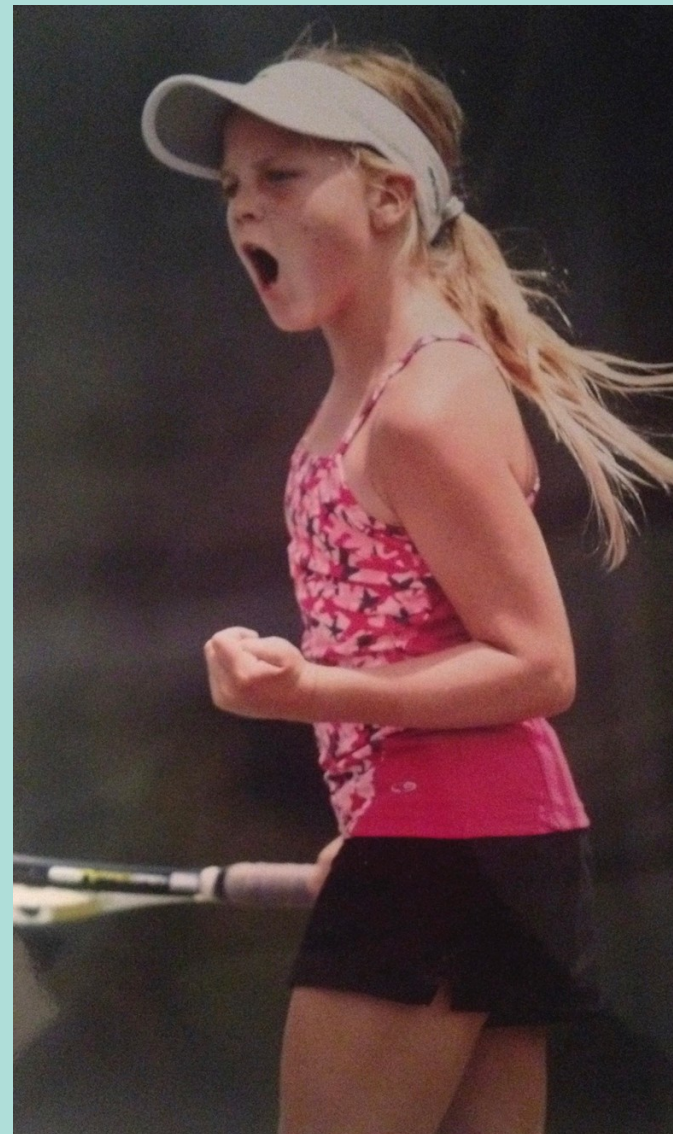


Agenda:

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



Personal Relevance



Values in action

Honesty

Humor

Perseverance

Kindness

Spirituality

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What's Burnout?

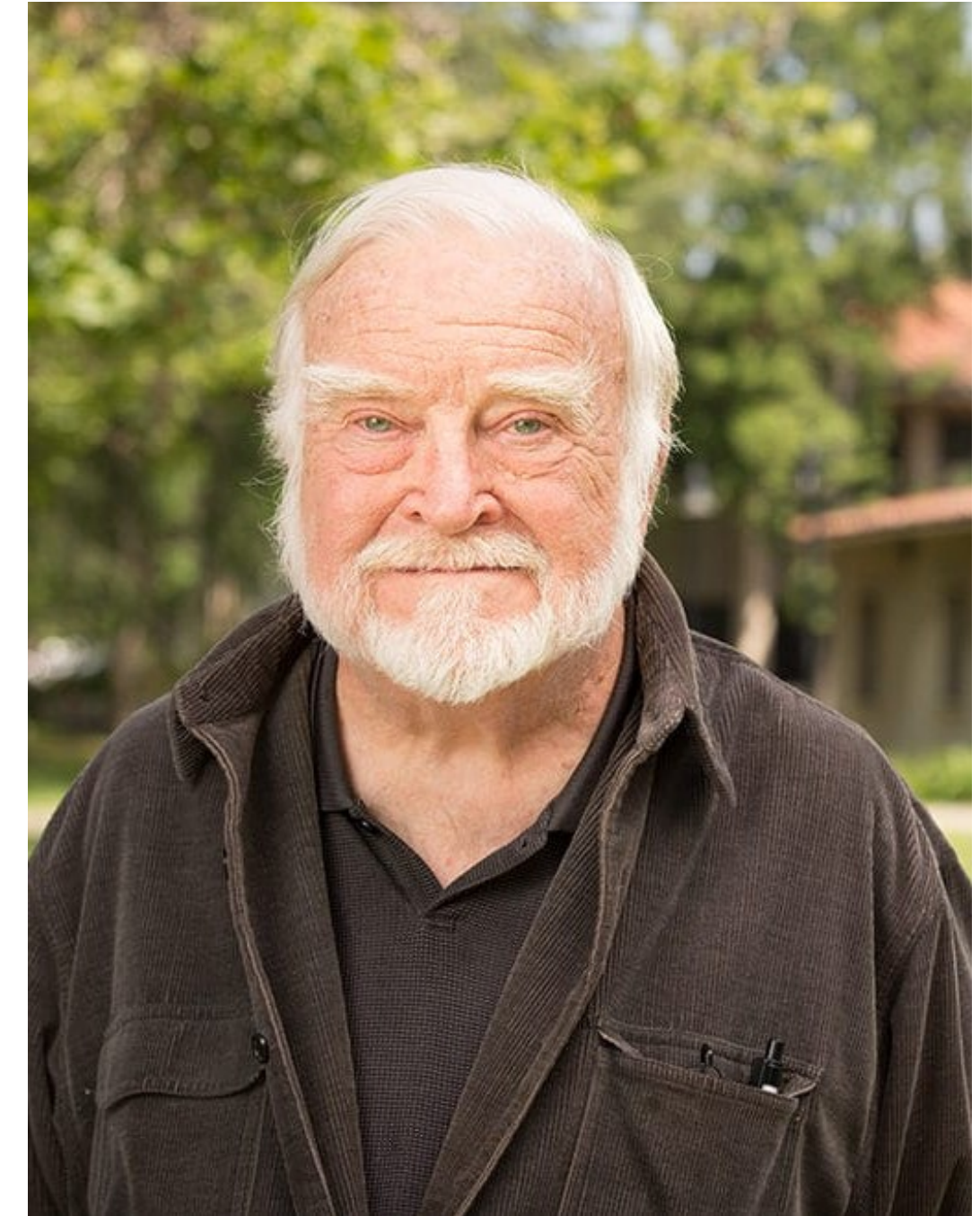
- A psychological syndrome of **exhaustion**, **cynicism**, and **inefficacy**, which is experienced in response to chronic job stressors.
- Response to prolonged and chronic **emotional** and **interpersonal stressors** while on the job
- Impairs both **personal** and **social** functioning
- Organizational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



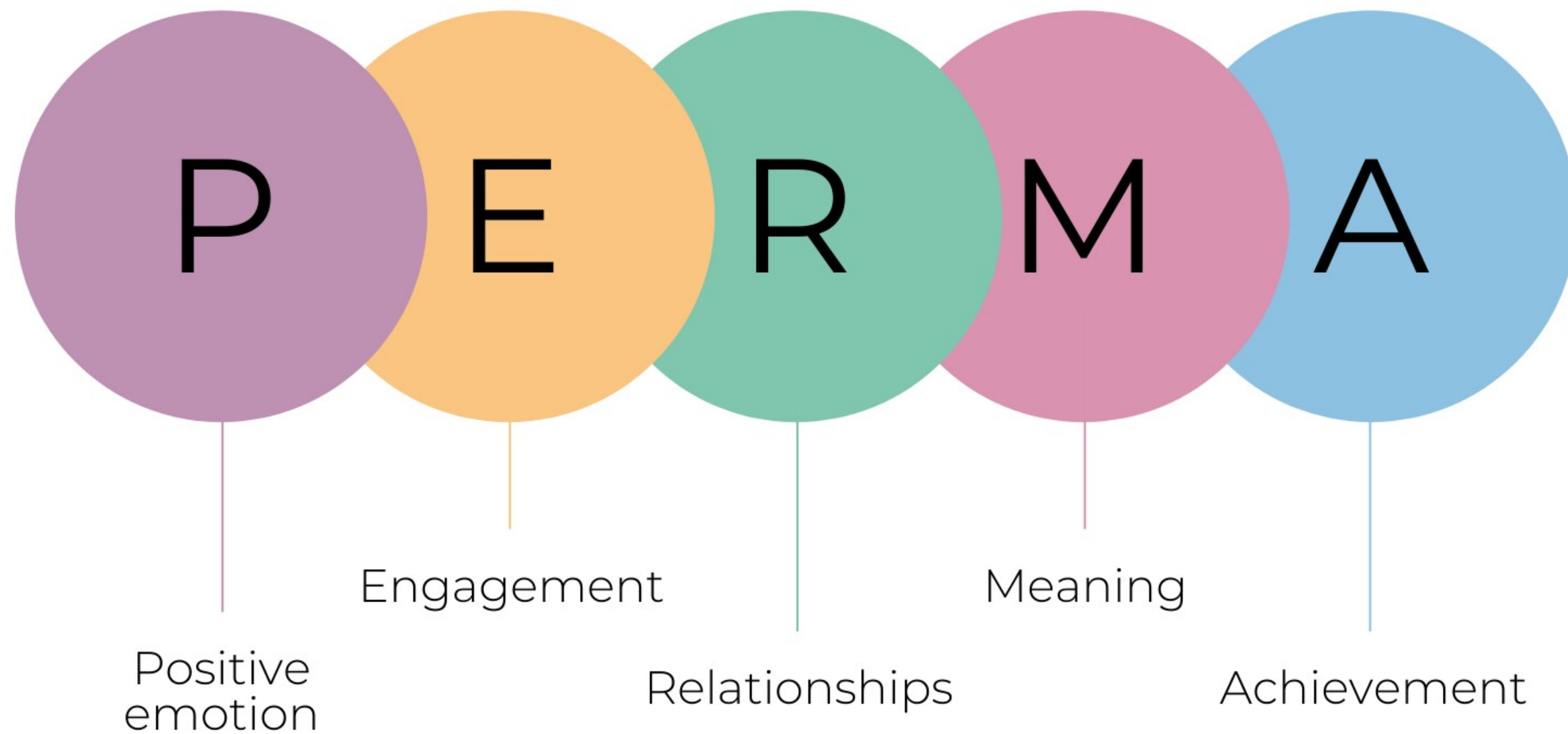
What is Positive Psychology?

- 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 harmonioius 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

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Curiosity

Interest; novelty-seeking; exploration; openness to experience

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Judgment

Critical thinking; thinking things through; open-minded

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Love of Learning

Mastering new skills & topics; systematically adding to knowledge

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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

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Perseverance

Persistence; industry; finishing what one starts

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Honesty

Authenticity; integrity

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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

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Kindness

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

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Social Intelligence

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

JUSTICE

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Teamwork

Citizenship; social responsibility; loyalty

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Fairness

Just; not letting feelings bias decisions about others

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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

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Humility

Modesty; letting one's accomplishments speak for themselves

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Prudence

Careful; cautious; not taking undue risks

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Self-Regulation

Self-control; disciplined; managing impulses & emotions

TRANSCENDENCE

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Appreciation of Beauty and Excellence

Awe; wonder; elevation

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Gratitude

Thankful for the good; expressing thanks; feeling blessed

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Hope

Optimism; future-mindedness; future orientation

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Humor

Playfulness; bringing smiles to others; lighthearted

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Spirituality

Religiousness; faith; purpose; meaning



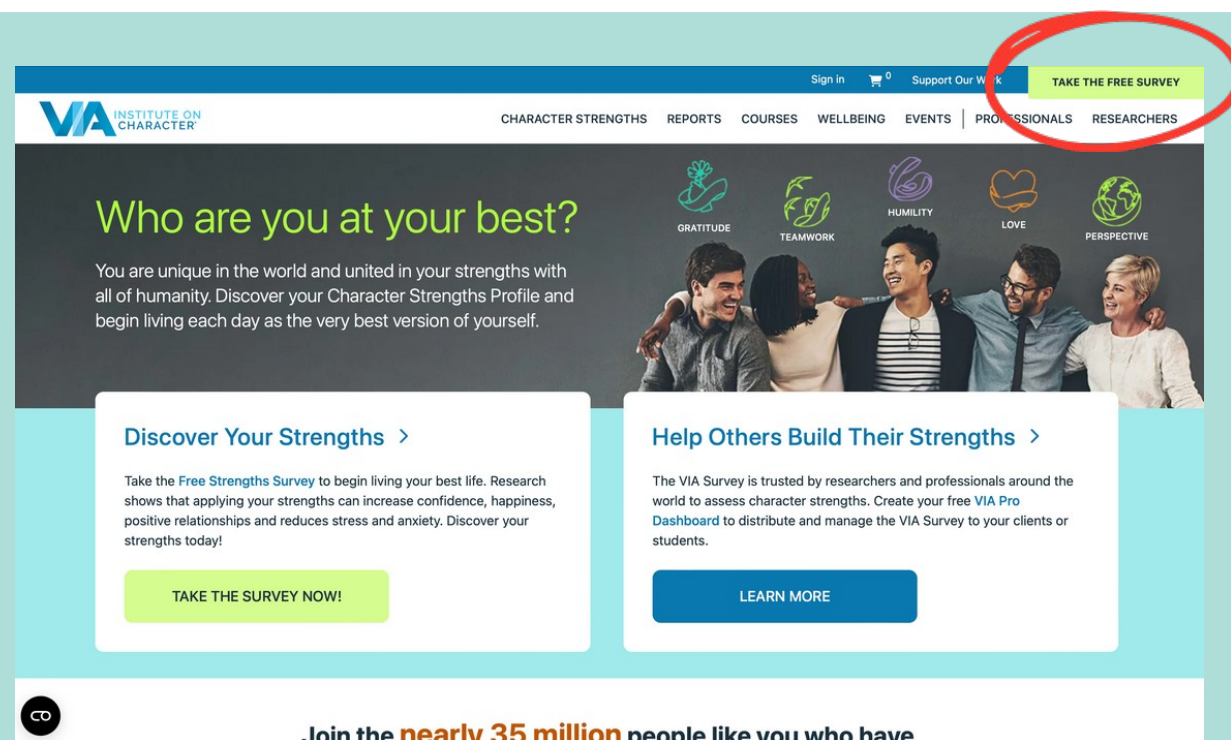
{where the world finds strength}

www.viacharacter.org

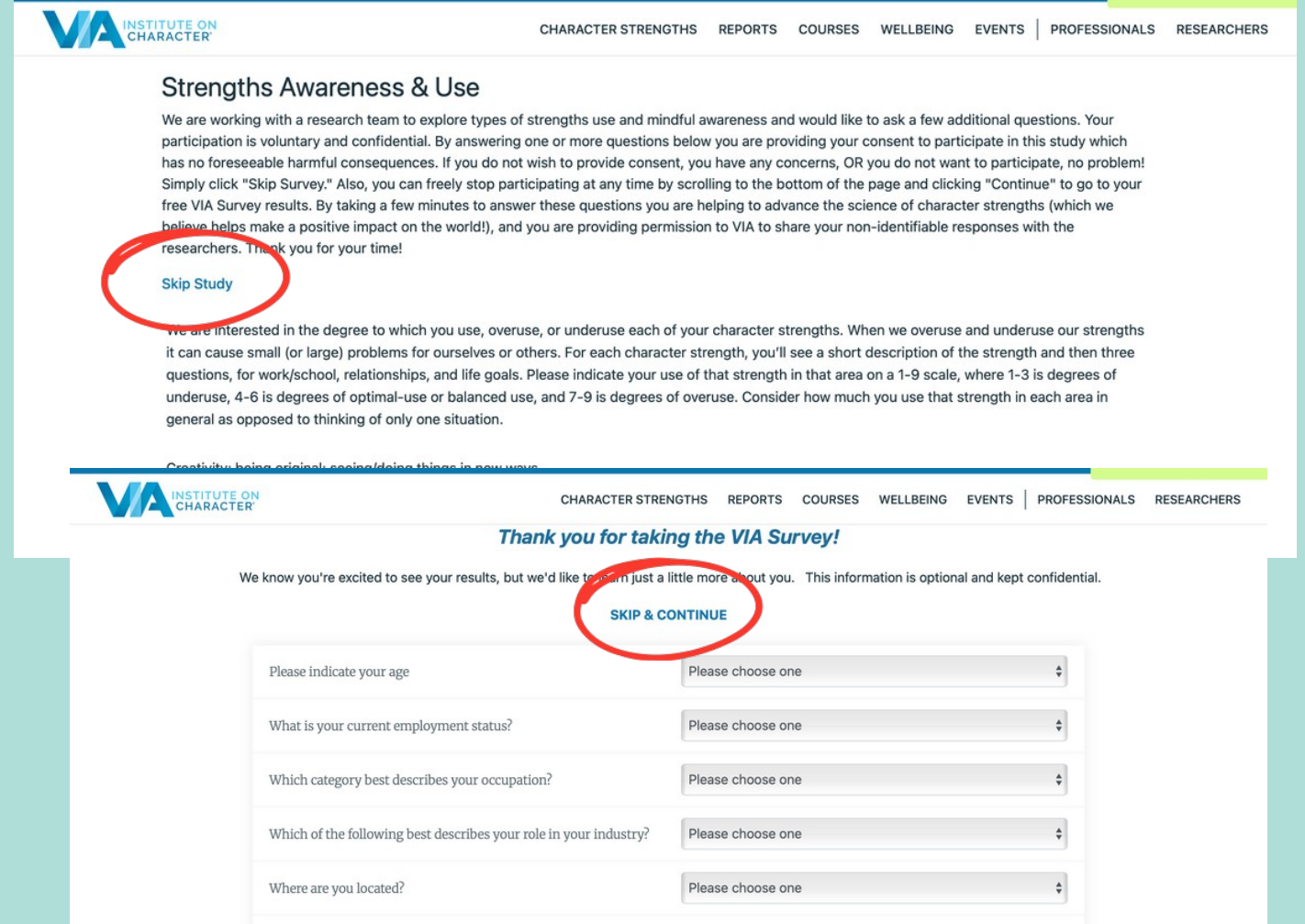
Group Activity

Instructions:

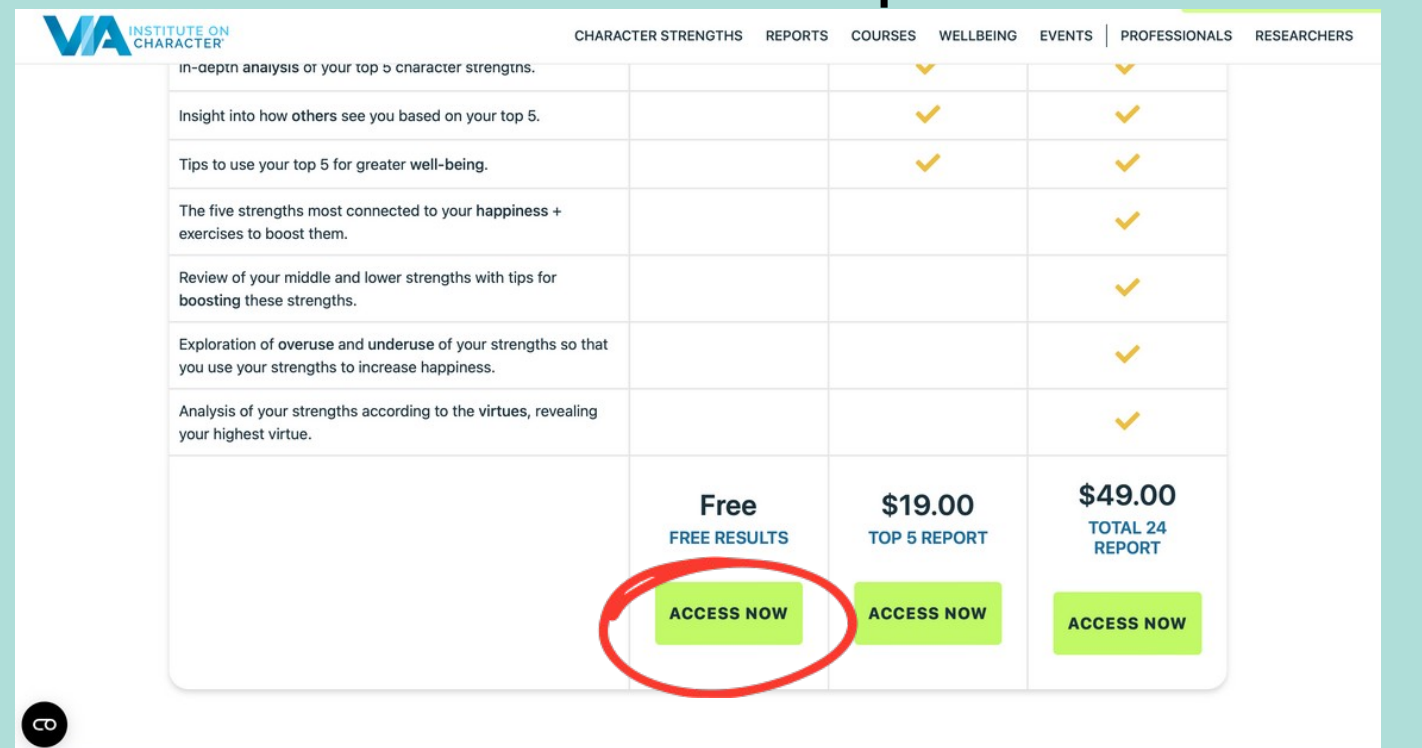
1. Go to www.viacharacter.org and select “Take The Free Survey”
2. Register and create an account
3. Take the survey
4. You can skip the post-test questions
5. Click “Get Free Report”
6. Identify your top 5 character strengths



You can skip the post-test questions



Access the free report



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 conciously 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 environement
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

The background of the slide is a light gray, textured surface. It is decorated with several large, hand-drawn, abstract shapes in bright colors: orange, yellow, and teal. These shapes are scattered around the edges of the slide, some resembling stylized leaves or petals. In the center of the slide, the text "Q&A" is written in a large, black, sans-serif font.

Q&A

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