



Managing Stress and Avoiding Burnout

Presented by Steve Heath, Co-founder, Mental Health in Business





Steve Heath

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Session Objectives



Having attended this session, delegates will be able to:

- Understand the causes and symptoms of stress and burnout.
- Learn actionable techniques to mitigate the risks of stress and burnout, both for themselves and their teams.
- Understand the concept of an 'Anti-Burnout Culture' and its pivotal role in promoting overall mental wellbeing.

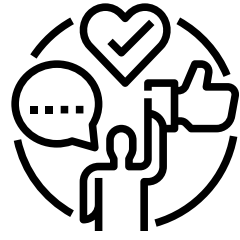


The Essence of Stress



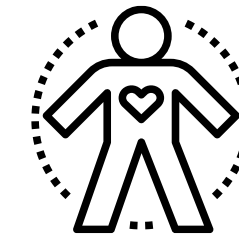
Emotional

- Irritable, aggressive, impatient or wound up
- Over-burdened
- Anxious, nervous or afraid
- Racing thoughts
- Unable to enjoy yourself
- Depressed
- Uninterested in life
- Lost sense of humour
- A sense of dread
- Worried about your health
- Neglected and lonely



Behavioural

- Indecisive
- Constantly worrying
- Avoiding situations that are troubling you
- Snapping at people
- Biting your nails
- Picking at your skin
- Unable to concentrate
- Eating too much or too little
- Smoking or drinking alcohol more than usual
- Restless, like you can't sit still
- Tearfulness or crying



Physical

- Fast or shallow breathing
- Panic attacks
- Muscle tension
- Blurred eyesight or sore eyes
- Sleep disturbances
- Sexual problems, such as losing interest in sex or being unable to enjoy sex
- Tired all the time
- Grinding your teeth or clenching your jaw
- Headaches, chest pains, high blood pressure
- Indigestion or heartburn
- Constipation or diarrhoea
- Feeling sick, dizzy or fainting

Recognising Stress



Performance
(physical & mental)

High

Medium

Low

Excitement

Best
(optimum)
performance

Interest

Bored

Anxious

Stress
zone

Fear, panic, choke

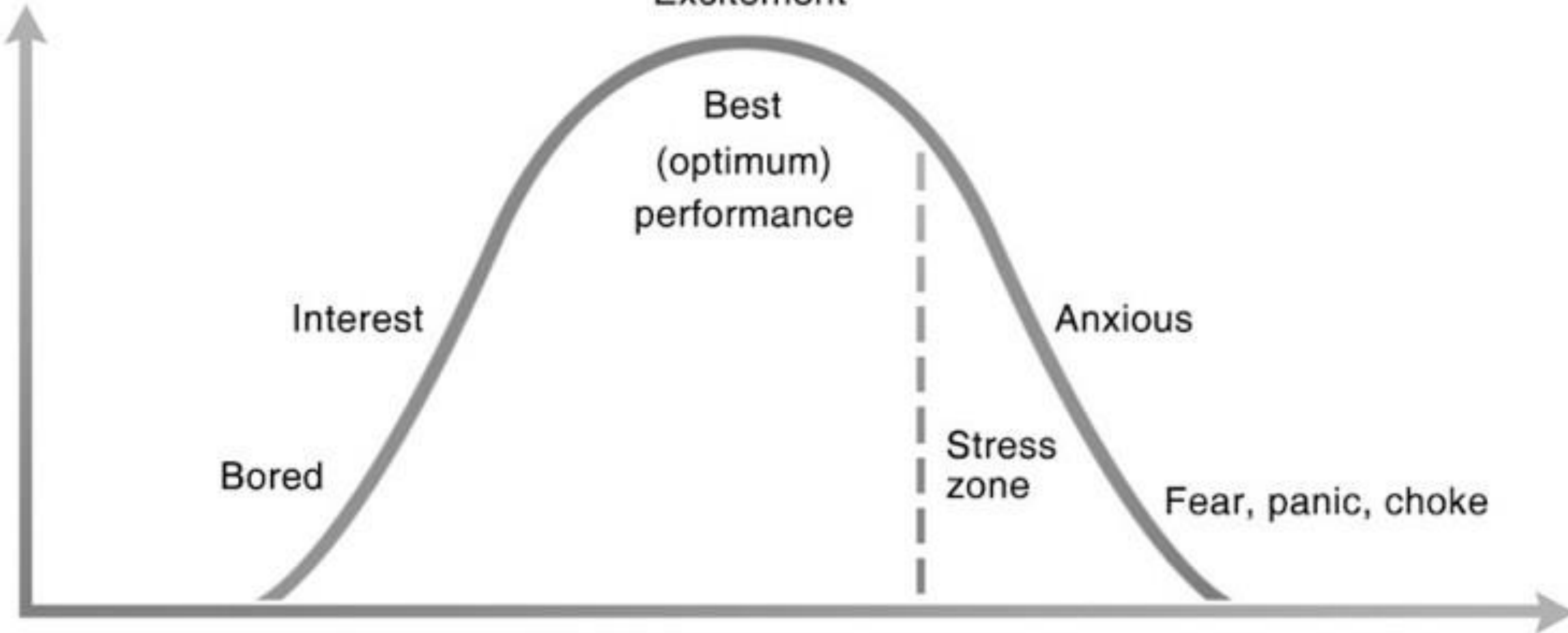
Low

(underload)

Medium

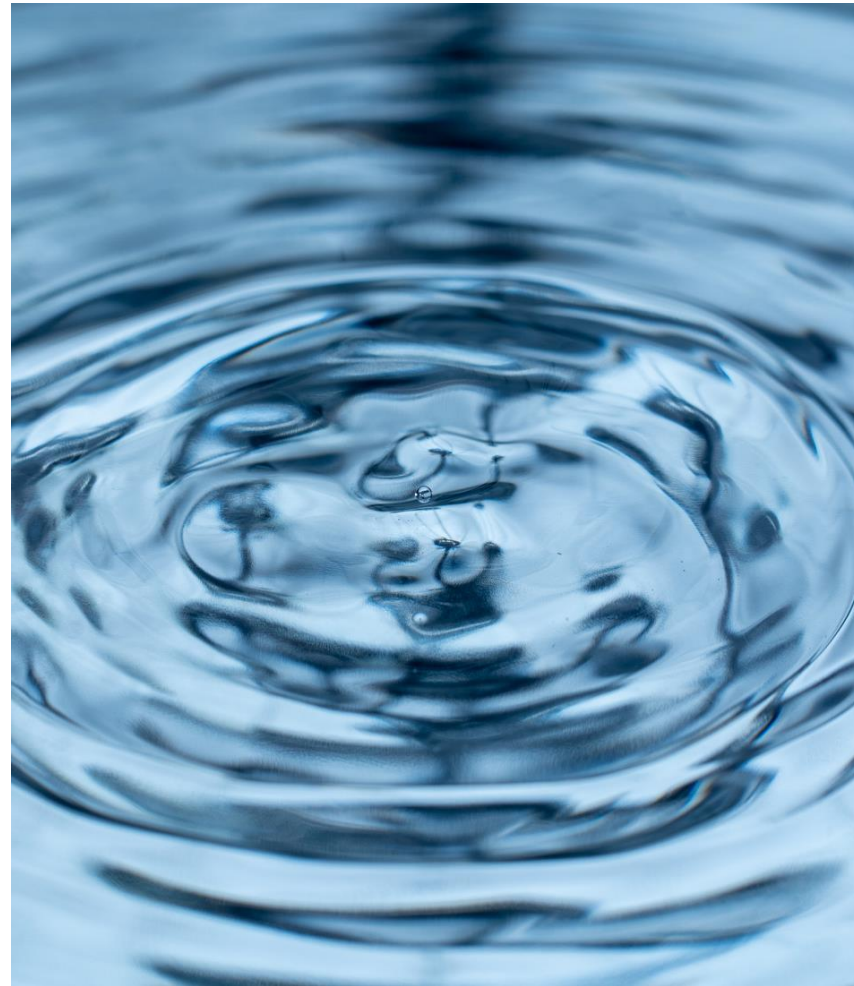
High

(overload)





Building Resilience in Teams



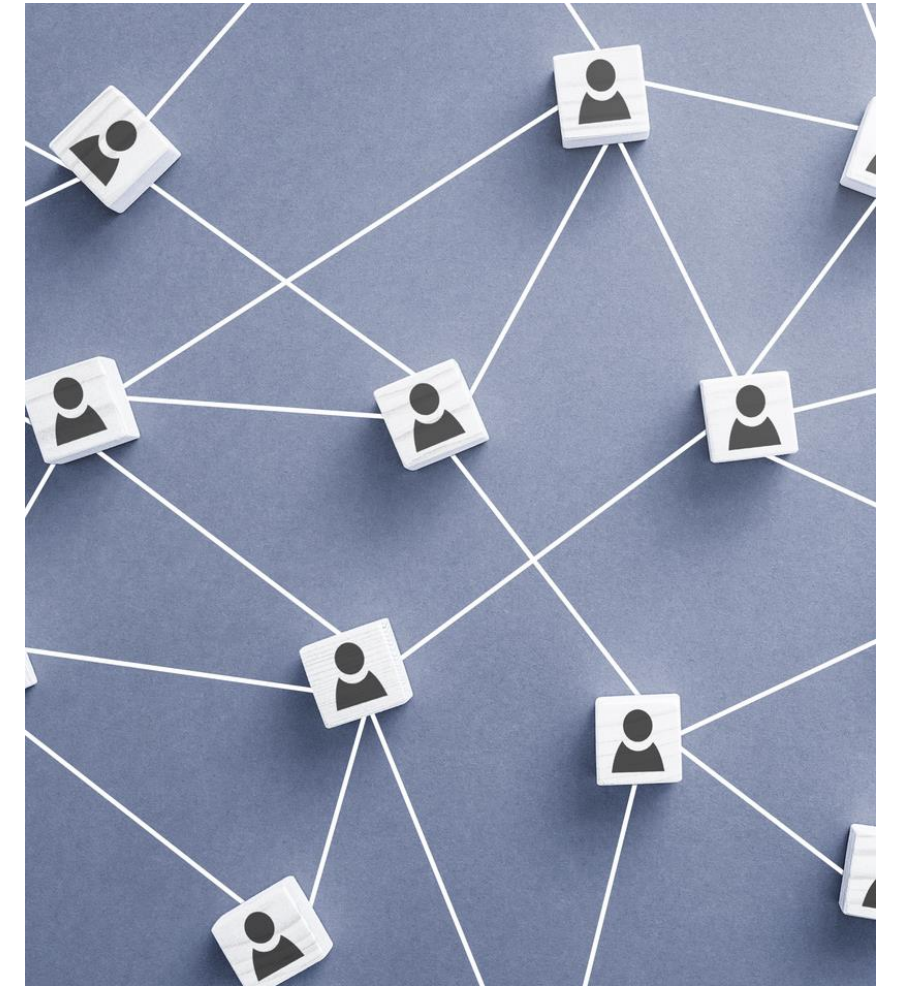
The Ripple Effect

Understanding that we have an impact on everyone else in the team.



Collaboration

Working together, supporting, and checking in with each other.



Communication

Openness, honesty, safety to voice concerns, stresses, and ideas.

Shaping an Anti-Burnout Culture



Supportive Work Environment

Mutual respect, open communication, inclusion, and focus on wellbeing



Using Proactive Measures

Training, formal and informal check-ins, MHFA or 'Champions'



Celebrating Successes

Acknowledge contributions, simple feedback, rewards, boosting morale.

Personal



Simple

Habitual

Books



Podcasts

Workshops

Experimentation



Any Questions?

Please feel free, this is a safe space 😊

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