

FROM AN EMBER TO A FLAME: REIGNITING YOUR PASSION AS A TREATMENT PROVIDER

By

Gina Hutto, LPC, CPCS, MAC, CAADC, MATS,
CCJP, ICGC-I

LEARNING OBJECTIVES

- ▶ Explore the burnout many treatment providers are experiencing.
- ▶ Identify how burnout may present in our work.
- ▶ Discuss healthy ways to deal with burnout and other complex clinical issues.



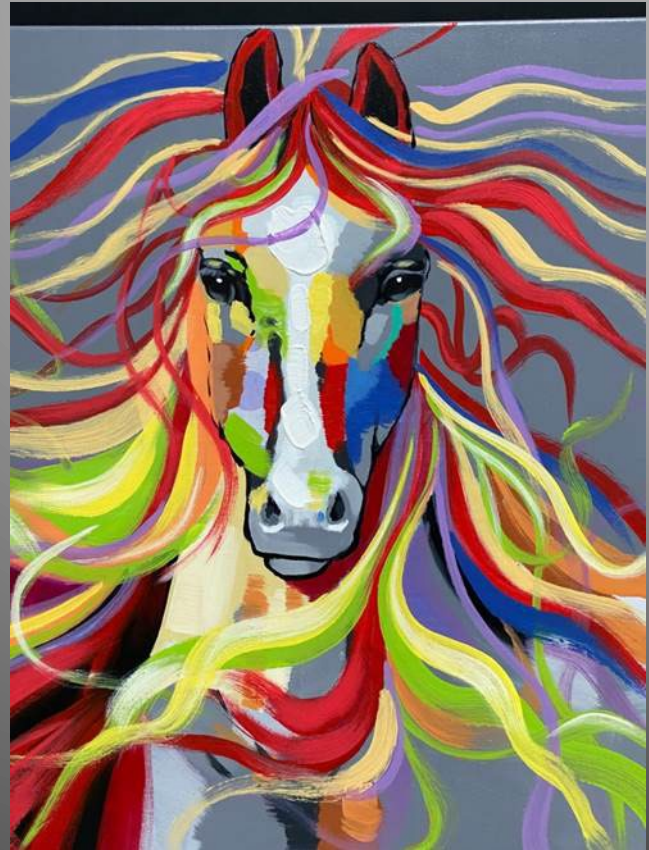
TAKE A MOMENT TO REFLECT

- ▶ What led you to choose this line of work?
- ▶ Can you remember what it was like when you first did this work?
- ▶ Were you excited about the field and what was ahead of you?



WE OFTEN FEEL CALLED TO DO THIS WORK

- ▶ Family/Friends that struggle with Mental Health and/or Addiction issues
- ▶ Things that have happened to us in our past
- ▶ We want to make society a better place.



BUT SOMETIMES THINGS CHANGE...

- ▶ And we begin to lose enthusiasm for our job
- ▶ We may begin to dread going to work.
- ▶ We might begin to get sick on Sunday night.
- ▶ We may even go so far as to call in on Monday.
- ▶ The fire we had is gone.



WHAT WOULD HAPPEN IF STRESS WENT AWAY?

- ▶ If we did not have any of stress in our lives and every day was the same, we would soon get bored and would create things just to have some sort of stimulation in our lives.



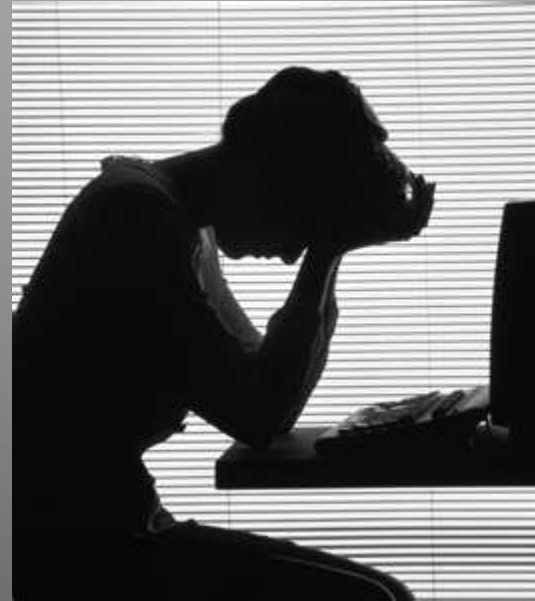
OUR LIVES HAVE CHANGED TREMENDOUSLY

- ▶ Early on focus was on quickly adapting so we could continue to serve our clients. Staff rose to the challenge.
- ▶ End was still in sight– just get through this.



EARLY COVID

- ▶ Home becomes office
- ▶ Boundaries are lost
- ▶ Only connection with co-workers maybe be virtual
- ▶ Juggling act of work/home even further out of balance

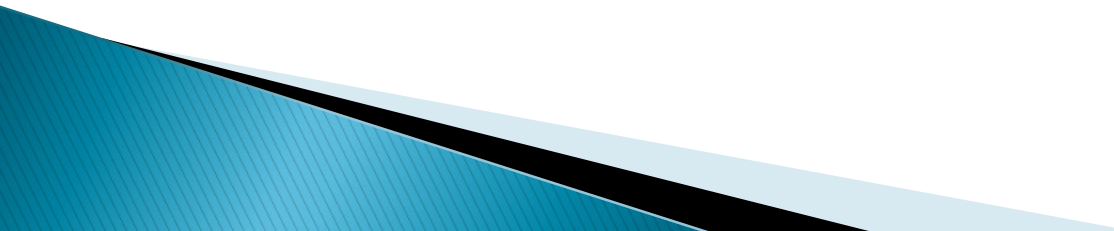


NOW

- ▶ Staff shortages.
- ▶ Less resources internally and for external referrals.
- ▶ Client needs have increased.
- ▶ Staff apathy and complacency.
- ▶ Feels like no end in sight.
- ▶ BURNOUT



BURNOUT IN THE WORKPLACE

- ▶ An accumulation of stress that leads to emotional/mental exhaustion, along with a loss of the capacity for empathy as well as a growing cynicism.
 - ▶ It is associated with increased workload and stress which has become indefinite during COVID for many workers.
 - ▶ It is not trauma related.
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2 STYLES OF BURNOUT

- ▶ The meaning behind the work is gone.
- ▶ No longer feels that the work is helpful to the client.
- ▶ Most popular way of describing burnout.
- ▶ Disengagement of the self from the caring cycle of empathetic attachment.
- ▶ Energy is drained from our work battery and we no longer have a spark.

MEANING

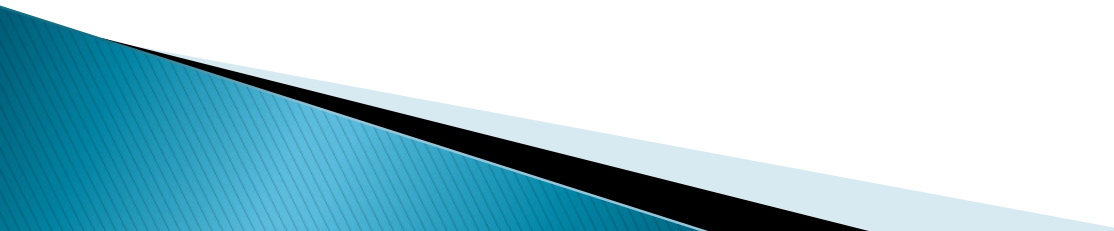
CARING

FORMAL WAY TO ASSESS BURNOUT

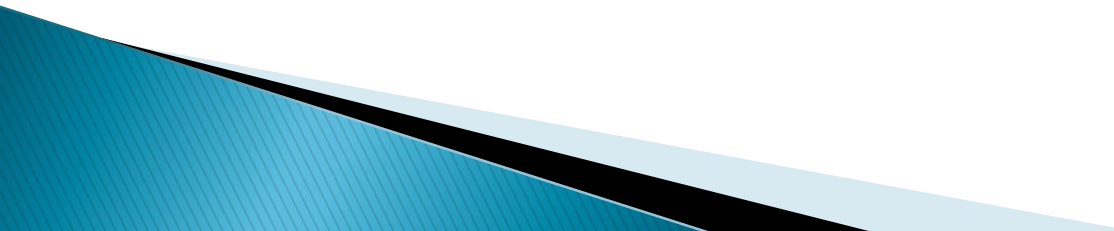
- ▶ The Maslach Burnout Inventory– 3rd Edition (MBI-3)
- ▶ 4 Versions– Medical Personnel, Human Services Workers, Educators, General
- ▶ Leading measure of professional burnout and chronic work-related stress



WAYS BURNOUT CAN PRESENT IN TREATMENT

- ▶ Not following curriculum– evidence–based practices.
 - ▶ No longer enforcing the rules in group.
 - ▶ Having much shorter groups than scheduled.
 - ▶ Abruptly ending group, no closure.
 - ▶ Failure to complete paperwork– treatment plans, closing charts, etc.
 - ▶ Lack of professional presence.
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IRRATIONAL THOUGHTS

- ▶ I am usually a great group leader, it is okay if I am not up to par every time.
 - ▶ Me giving less than 100% is still better than most people do when they give 100%.
 - ▶ I deserve a break today. It won't hurt the clients if I cut group short, don't follow the curriculum, etc. just this one time. But this one time becomes the norm...
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CUTTING CORNERS IS A SLIPPERY SLOPE

- ▶ Little shortcuts often lead to bigger ones and more often.
- ▶ We think no one is noticing when we give less than 100% and it gets easier and easier to continue to do this.



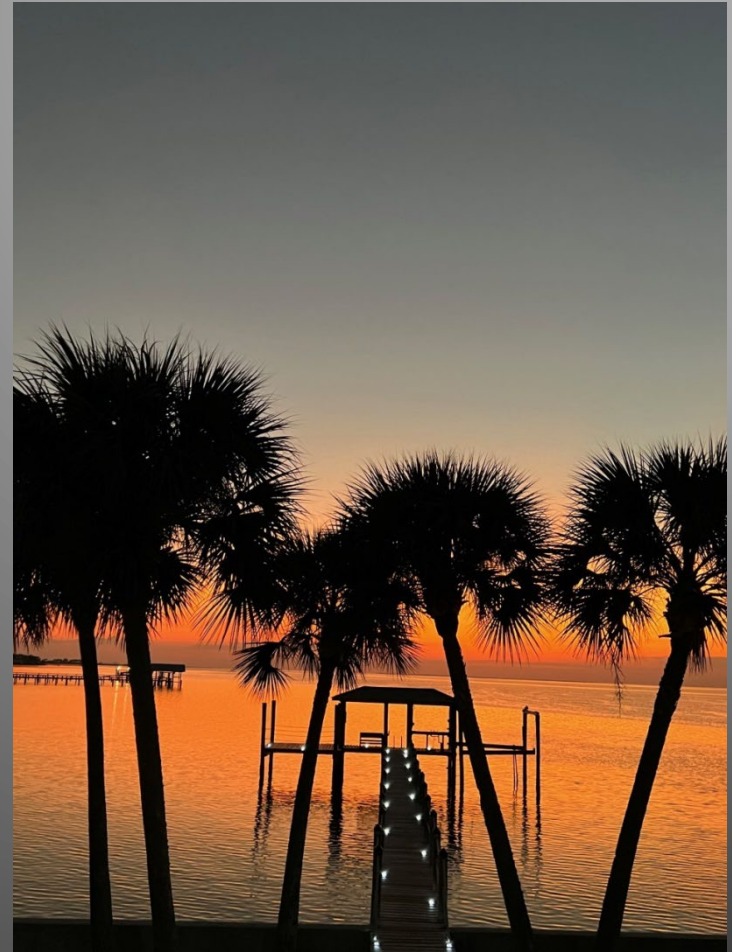
HOW IT HURTS

- ▶ Modeling
- ▶ Clients always know
- ▶ We are shortchanging the clients, which could cost the clients their lives, freedom, etc.
- ▶ We are endangering ourselves professionally.



THE GOOD NEWS IS WE CAN CHANGE WHAT WE ARE DOING

- ▶ Have an honest conversation with the clients.
- ▶ Put them on notice.
- ▶ Don't let them try to hold it over your head.
- ▶ Talk with your boss and co-workers.
- ▶ Get back in touch with the passion you had when you entered the field.



SELF-CARE IS IMPORTANT, BUT WE NEED LIFE CHANGES

- ▶ Vacations, massages, etc. are important and good stress relievers.
- ▶ But we need to look at our lives and work to make changes.



DO AS I SAY AND NOT AS I DO

- ▶ We are sometimes great at guiding others, but do not follow our own guidance
- ▶ We often know what to do, we just don't do it
- ▶ We often hunker down and just try to get through this instead of making changes.

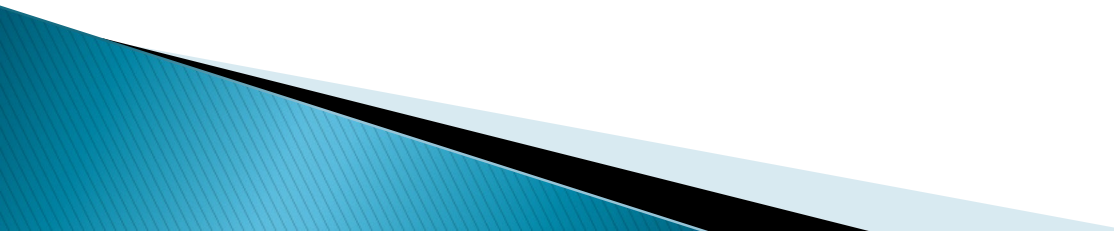


WE HAVE THE TOOLS, WE JUST NEED TO USE THEM

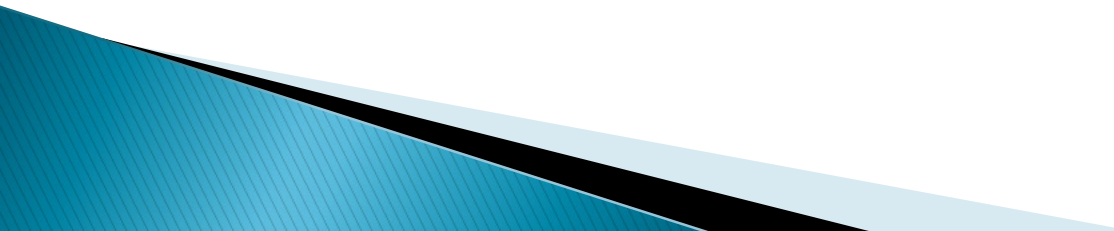
- ▶ Progressive Muscle Relaxation
- ▶ Body Scan
- ▶ Meditation
- ▶ Mindfulness
- ▶ Guided Imagery
- ▶ Mini Relaxations
- ▶ Bi-lateral Stimulation (EMDR, tapping)
- ▶ Exercise



THE MINDFUL SELF-COMPASSION WORKBOOK– NEFF & GERMER

- ▶ “Mindfulness is the foundation of self-compassion”
 - ▶ “We can’t respond with compassion to our own suffering until we turn toward it with mindfulness.”
 - ▶ “What we resist persists.”
 - ▶ “What we can feel we can heal.”
 - ▶ “Suffering = Pain x Resistance”
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DR. KRISTIN NEFF– 3 ELEMENTS OF SELF-COMPASSION

- ▶ Self-Kindness– Being warm and understanding with ourselves when we fail or feel inadequate, rather than ignoring the pain or beating ourselves up.
 - ▶ Common Humanity– Recognizing that suffering is part of a shared human experience, rather than something that just happens to “me.”
 - ▶ Mindfulness– A non-judgmental mind state in which we observe our thoughts and feelings as they are, instead of trying to suppress them. We cannot ignore our pain and feel compassion for it at the same time.
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TREATING YOURSELF AS YOU WOULD A FRIEND

- ▶ You know better
- ▶ You aren't ever going to change
- ▶ You did it again
- ▶ Disappointment
- ▶ Pain
- ▶ Heaviness
- ▶ Depressed/Down
- ▶ Exhaustion
- ▶ I am here for you
- ▶ I love you no matter what
- ▶ It will go better next time
- ▶ You can do it
- ▶ Don't beat yourself up
- ▶ It will be okay
- ▶ Comforted
- ▶ Supported
- ▶ Loved

YOURSELF

FRIEND

WE ALL WANT A QUICK FIX

- ▶ We try and fail
- ▶ Making behavior changes so small we hardly notice it—no need to avoid the task or procrastinate
- ▶ Taking small steps, but making them constant and consistent.



Robert Maurer– *One Small Step Can Change Your Life*

- ▶ “Small actions trick the brain into thinking: Hey this change is so tiny that it’s no big deal. No need to get worked up. No risk of failure or unhappiness here. By outfoxing the fear response, small actions allow the brain to build up new permanent habits– at a pace that may be surprisingly brisk.”

AVOID BEING A SPONGE

- ▶ We don't want to take on the emotional pain and issues of others
- ▶ Have to learn how to buffer ourselves to avoid taking on that pain



KINTSUGI

- ▶ An ancient Japanese practice that uses gold to repair broken objects.
- ▶ By embracing our flaws and imperfections, we can become even stronger & more beautiful.
- ▶ Highlighting our scars.



IN JAPAN, BROKEN OBJECTS
are OFTEN REPAIRED WITH
GOLD. THE FLAW is SEEN
as A UNIQUE PIECE OF the
OBJECT'S HISTORY, WHICH
ADDS TO its BEAUTY.

CONSIDER THIS
WHEN YOU FEEL BROKEN.

LESSONS LEARNED FROM KINTSUGI

- ▶ Sometimes you have to break a little more to heal properly.
- ▶ It may look good on the outside, but repairs may only be superficial. You have to take your time to heal.

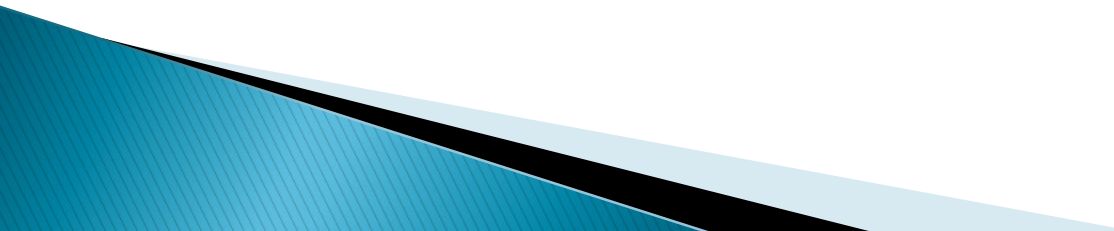


APP RESOURCES

- ▶ Calm
- ▶ myStrength
- ▶ Insight Timer
- ▶ Mindfulness
- ▶ Mood Tracker
- ▶ #SelfCare
- ▶ Headspace
- ▶ Take a Break
- ▶ Breathe2Relax
- ▶ Ambient
- ▶ Stress Relief
- ▶ Nature Sound
- ▶ Meditation Time

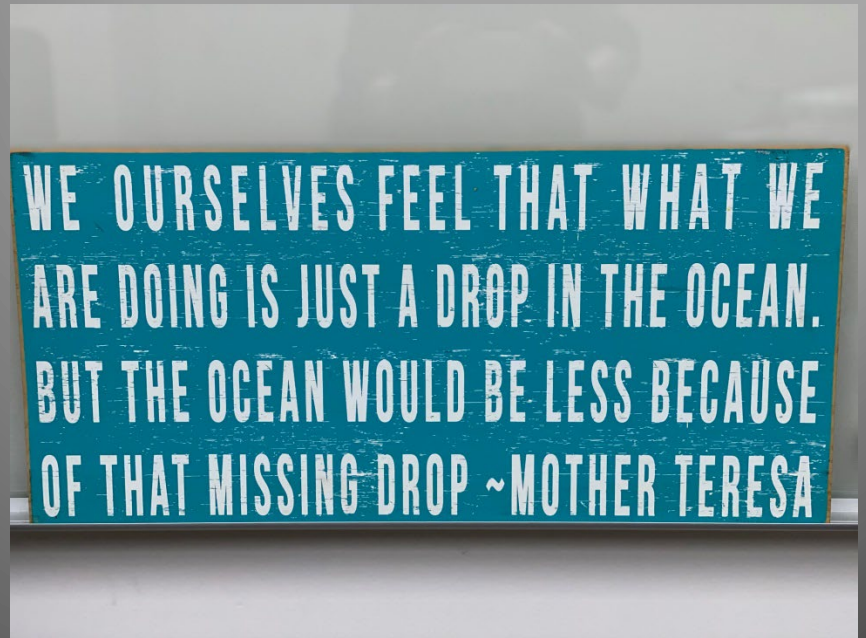


RESOURCES

- ▶ Atlanta Mindfulness Institute– Mindfulness– Based Stress Reduction, Mindful Self Compassion, etc.
 - ▶ Be Here Mindfulness– Jennifer Finch
 - ▶ Emory University– Center for Contemplative Science and Compassion–Based Ethics– Cognitively–Based Compassion Training (CBCT)
 - ▶ Emory University– The Compassion Shift
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FOCUSING ON THE GOOD WE DO

- ▶ Having an impact on another makes a difference.
- ▶ It may seem small to us, but every little bit helps.



CONTACT INFORMATION

- ▶ Gina Hutto
 - ▶ View Point Health
 - ▶ (404) 557-1110
 - ▶ Gina.hutto@vphealth.org
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