



Psychology of Mental Health and Well-being

Department of Psychology
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Masaryk University

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www.psych.phil.muni.cz

Private practice (counselling, therapy, assessment, coaching)

www.hump.cz/eng



Stress vs. Well-Being

Work-Life Balance



The Nature of Stress

basic information, sources, links



Are you stressed?

Are you feeling the stress just now?

Are you aggressive?

Have you been aggressive today? Destructive?



Focus on Principles

Stress is anytime & anywhere

Stress works for us; Stress is functional

We're able to **influence the duration & intensity**.
not the start-point of the stress reaction

Don't worry about stress ...

... anyway ... it's anytime & anywhere .





STRESS - Psychophysiology

basic information, sources, links

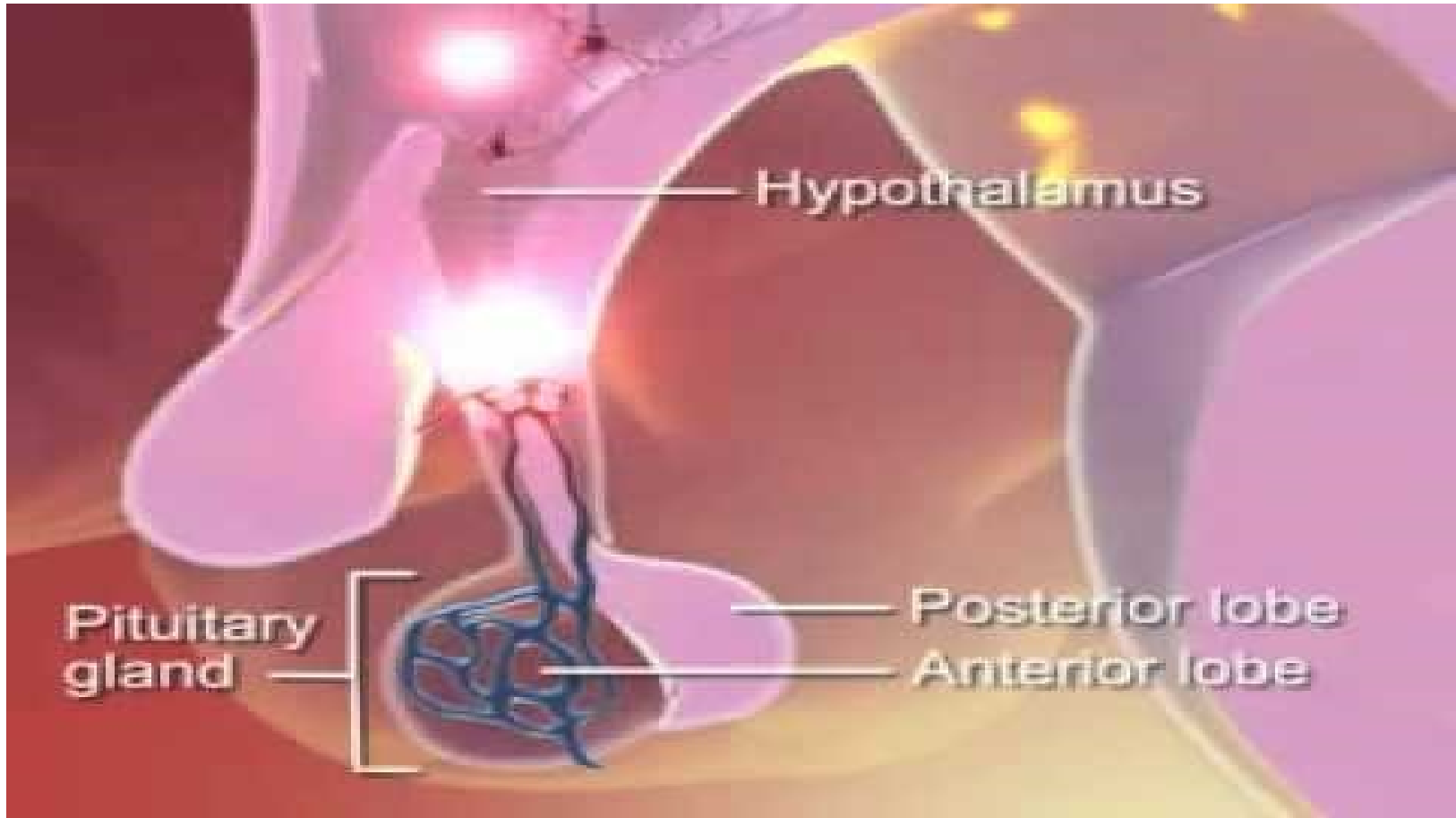
short version

Stress Definition

Stress is a state of psychological and physical tension produced when an individual perceives that they are unable to cope with the demands imposed on them by a stressor.

The consequent state of tension can be adaptive (eustress) or maladaptive (distress)

Short info video



STRESS

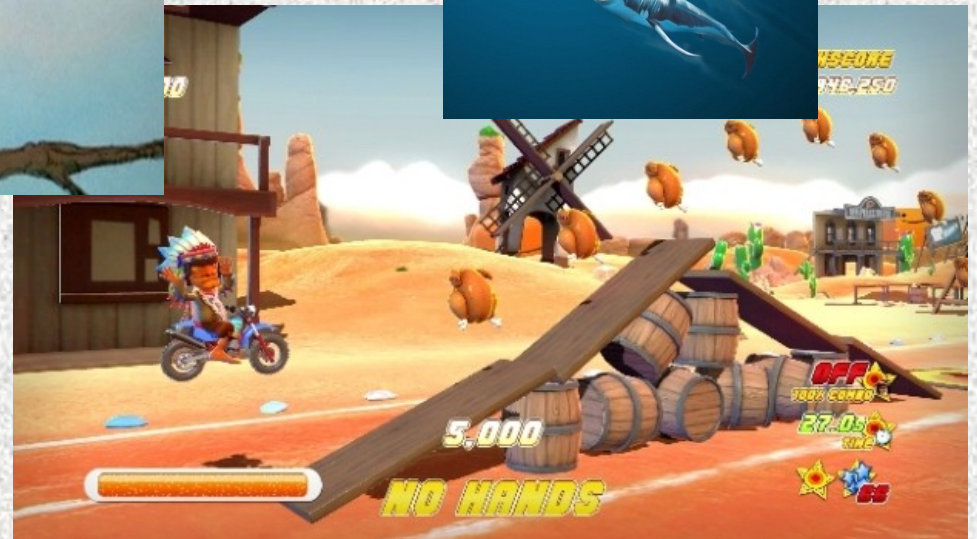
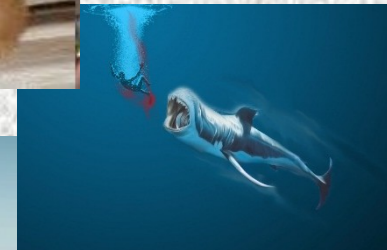
STRESS

EU x DI

ACUTE x CHRONIC

HYPER x HYPO

Acute Stress(ors)

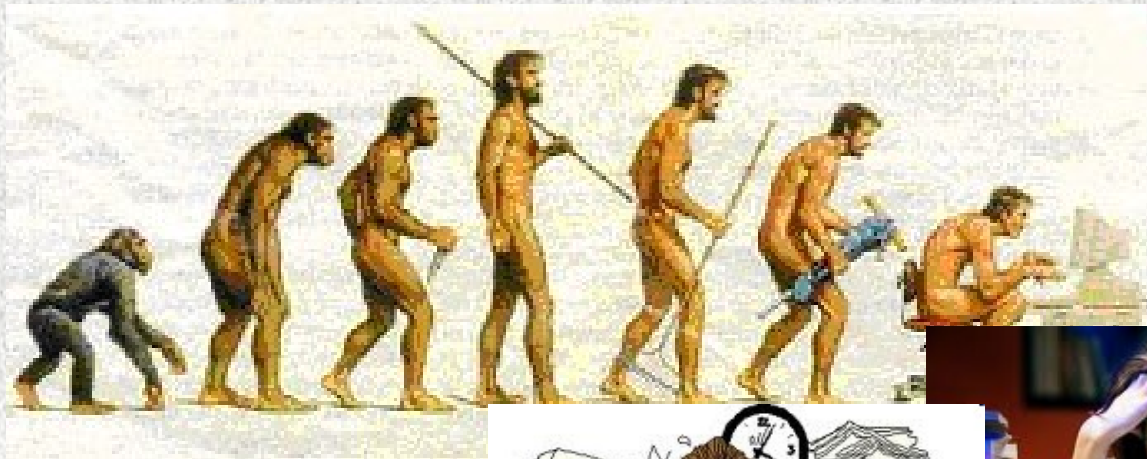


Short-Term; quick decisive action required for survival

Chronic Stress(ors) = Long term, Persistent

Physical, Emotional, Sexual Abuse
Poverty, Malnourishment

Demanding Job
Depression, Anxiety



THERE ARE ONLY
TWO TIMES
I FEEL STRESS:
 
DAY AND NIGHT.

More of Energy?

Just EFFECTIVITY!



Fight or Flight

In the 1915, **Walter Cannon** recognized that the autonomic nervous system is activated in response to stress and suggested that stress mobilizes the body's responses in readiness for either attacking (**fight**) or flying (**flight**) an enemy or threatening situation.

Although such responses may have promoted survival when they evolved in human history, they are not productive given the longer periods of stress exposure common in modern life. Such enterprises as keeping a job, going to school, and playing on the soccer team require more complex responses.

Fight or Flight

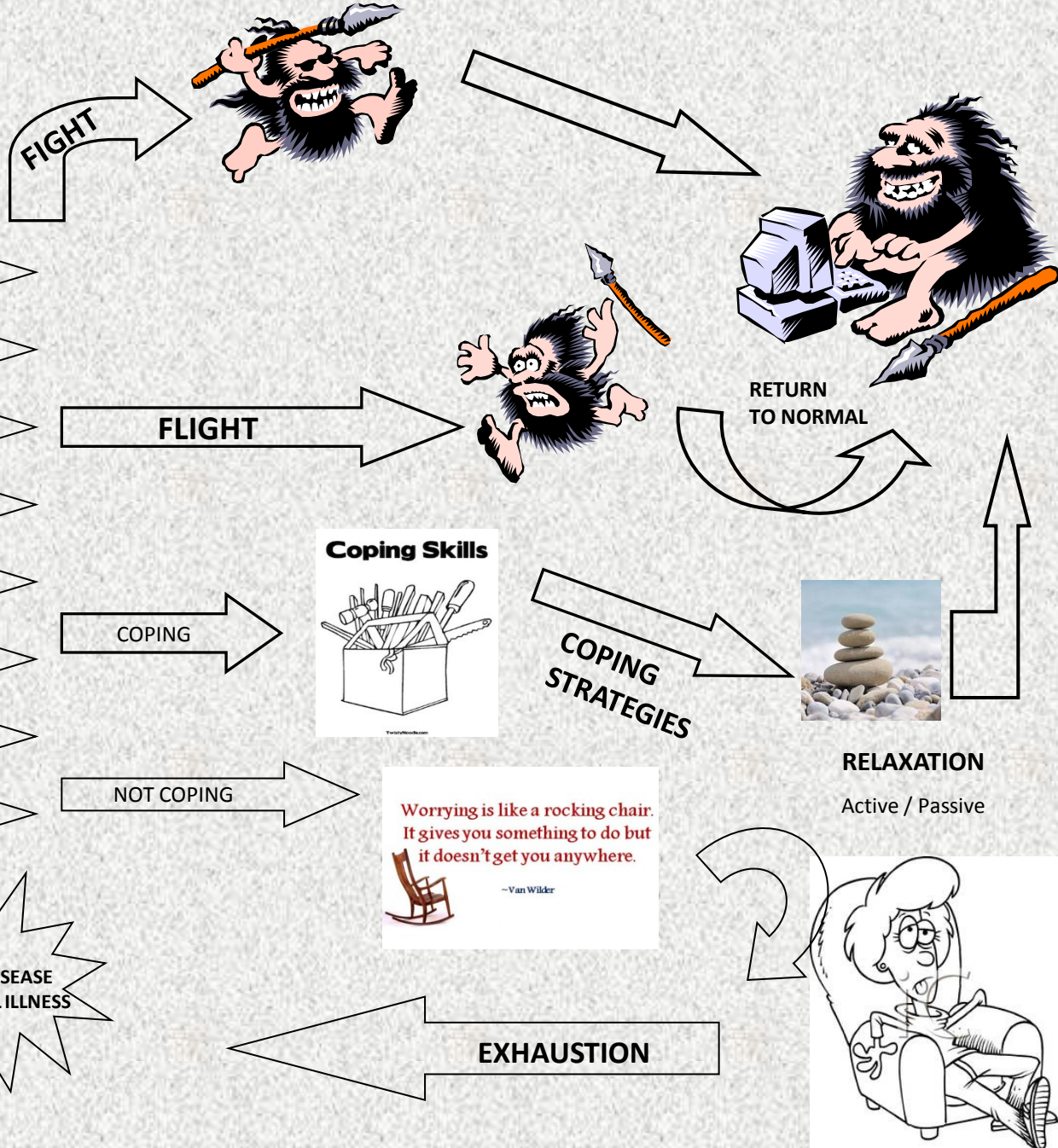
- Walter B. Cannon (1915)
- Four stages:
 - Stage one: Stimulus
 - Stage two: Threat determination
 - Stage three: Arousal
 - Stage four: Return to homeostasis

Effects of stress

STRESSORS

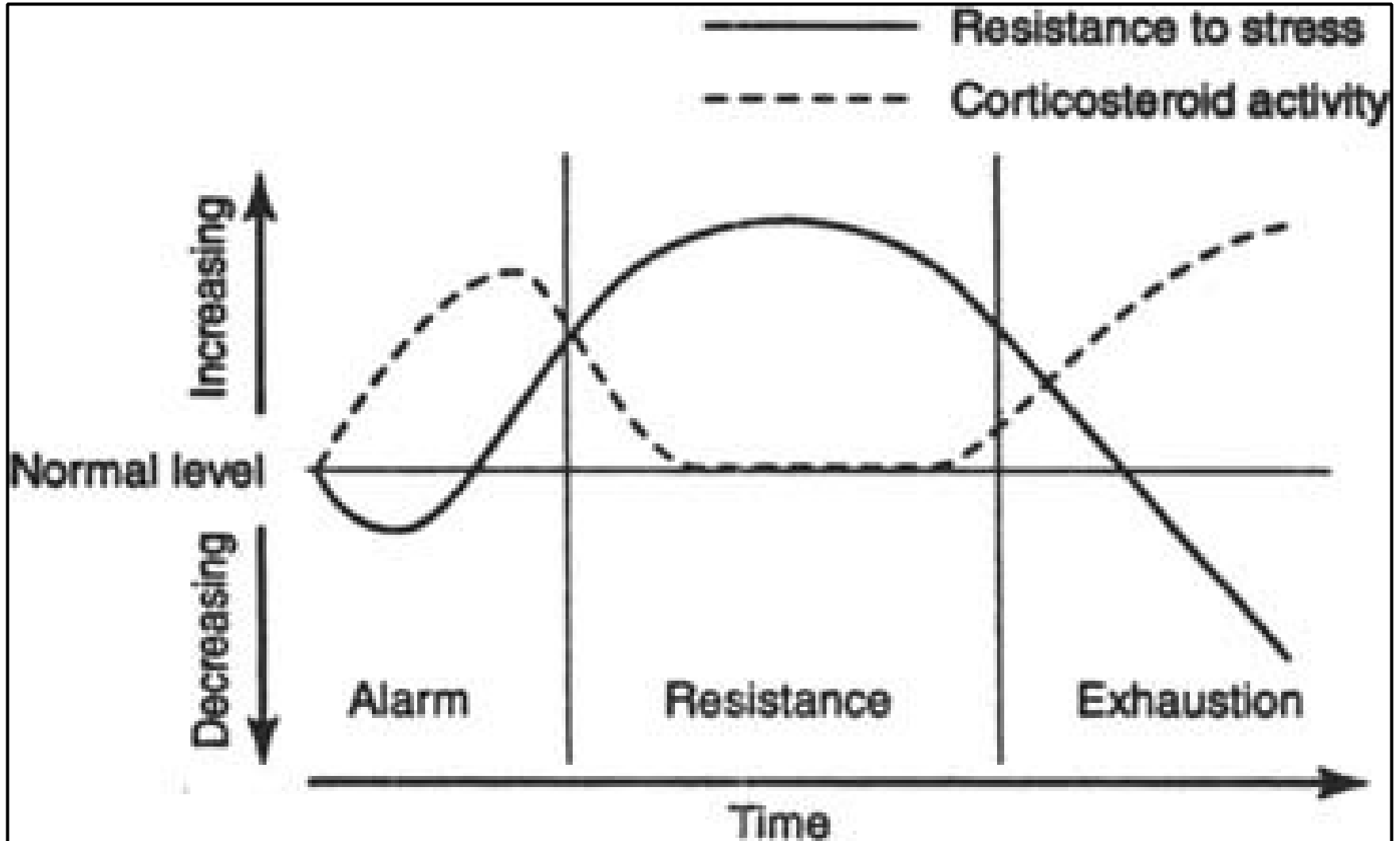
- Family Relations
- Disagreements
- Money Worries
- Need to Succeed
- Exams
- Friends
- Decisions
- New Situations

POOR DIET
NO EXERCISE
NEGATIVE THOUGHTS
...



GAS

The general adaptation syndrome. Hans Selye

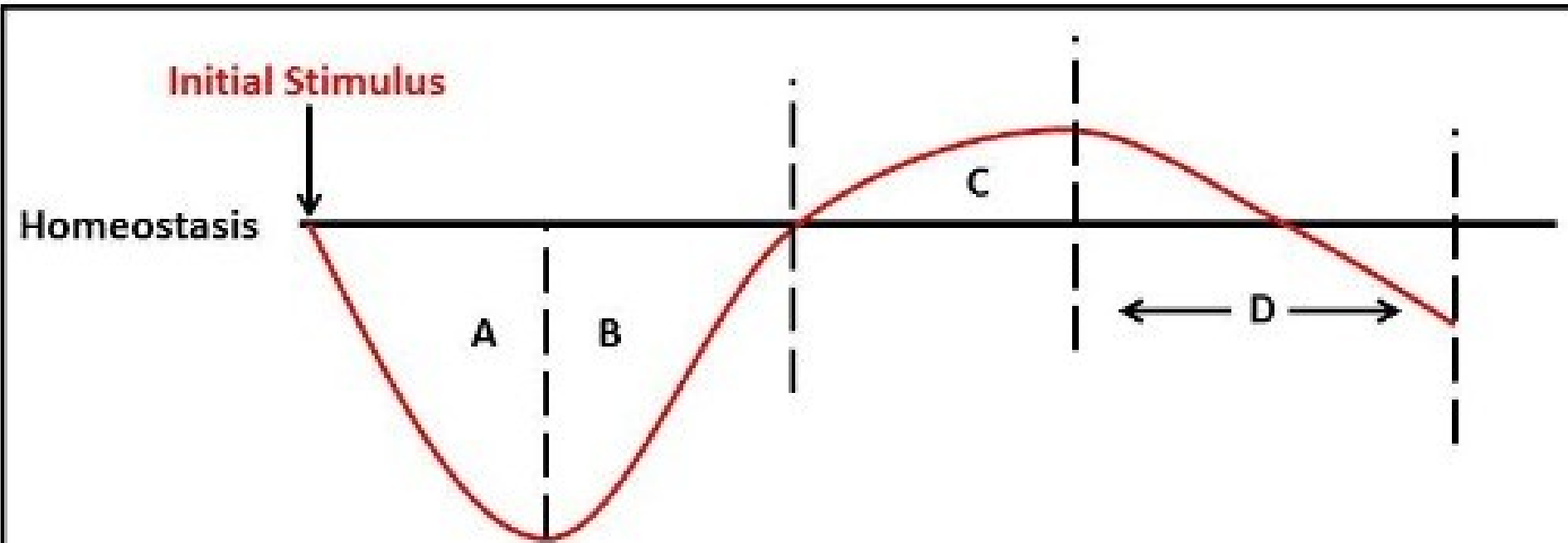


GAS

Alarm: The body first organizes physiological responses (similar to fight/flight resp.) to threat.

Resistance: Stress-activated responses continue, stabilizing the body's adaptations to stress.

Exhaustion: The body has depleted its reserves and can no longer maintain responses to the stressors.



Legend:

A = Alarm Phase

B = Resistance Phase

C = Supercompensation Phase

D = Exhaustion or Detraining Phase

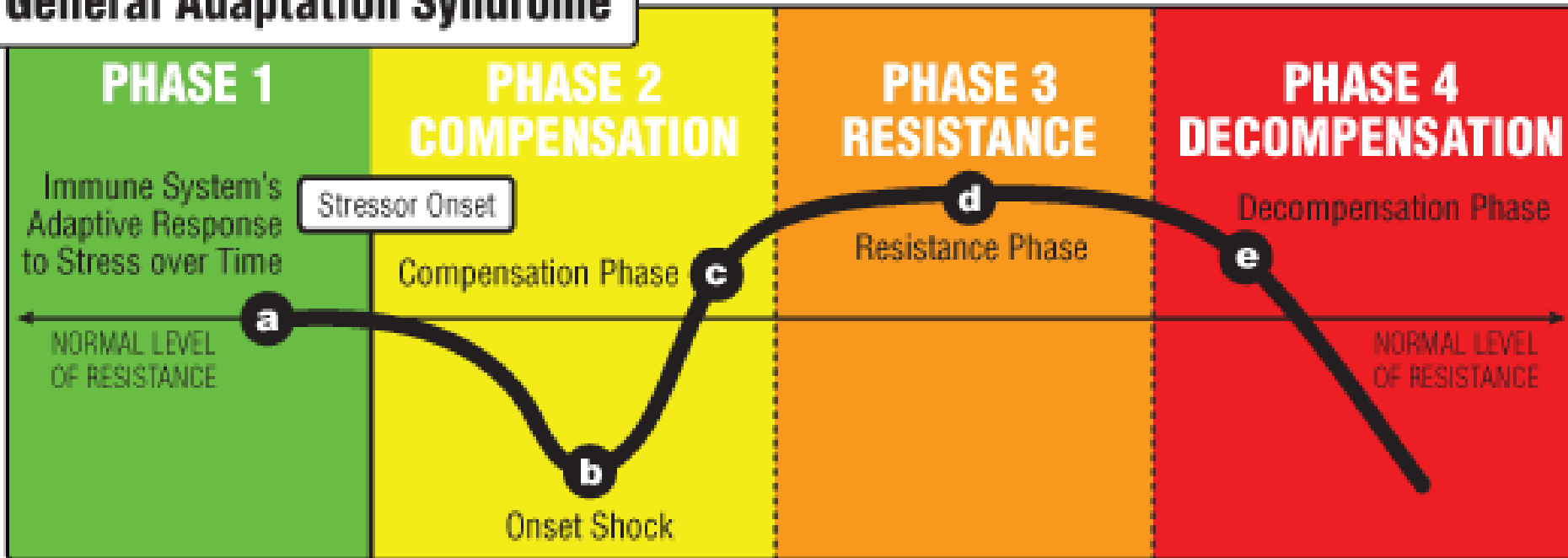
GAS

Alarm: The body first organizes physiological responses (similar to fight/flight resp.) to threat.

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Exhaustion: The body has depleted its reserves and can no longer maintain responses to the stressors.

General Adaptation Syndrome



and other opiate drugs used in the modulation of pain.



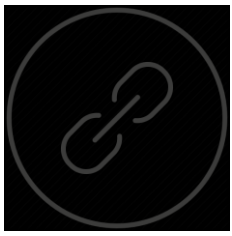
Don't worry about stress ...

**... we're able to influence
the duration & intensity!**

... we're able to deal with it ...

... it would help us!





Links – text (CZE/ENG)



CZE

<http://www.wikiskripta.eu/index.php/Port%C3%A1l:Fyziologie>

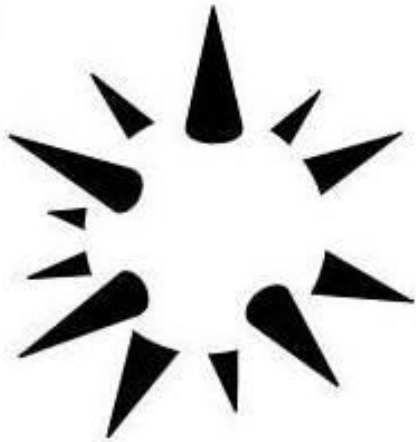
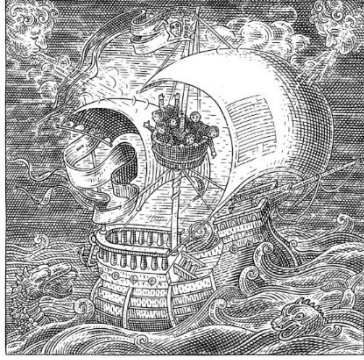
[http://fyziologie.lf2.cuni.cz/uceni/stress WEB.pdf](http://fyziologie.lf2.cuni.cz/uceni/stress_WEB.pdf)

ENG

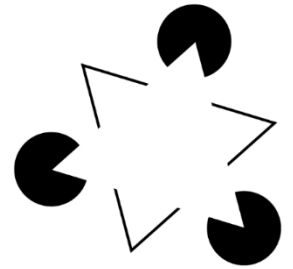
[http://en.wikipedia.org/wiki/Stress_\(biology\)#Nervous_system](http://en.wikipedia.org/wiki/Stress_(biology)#Nervous_system)

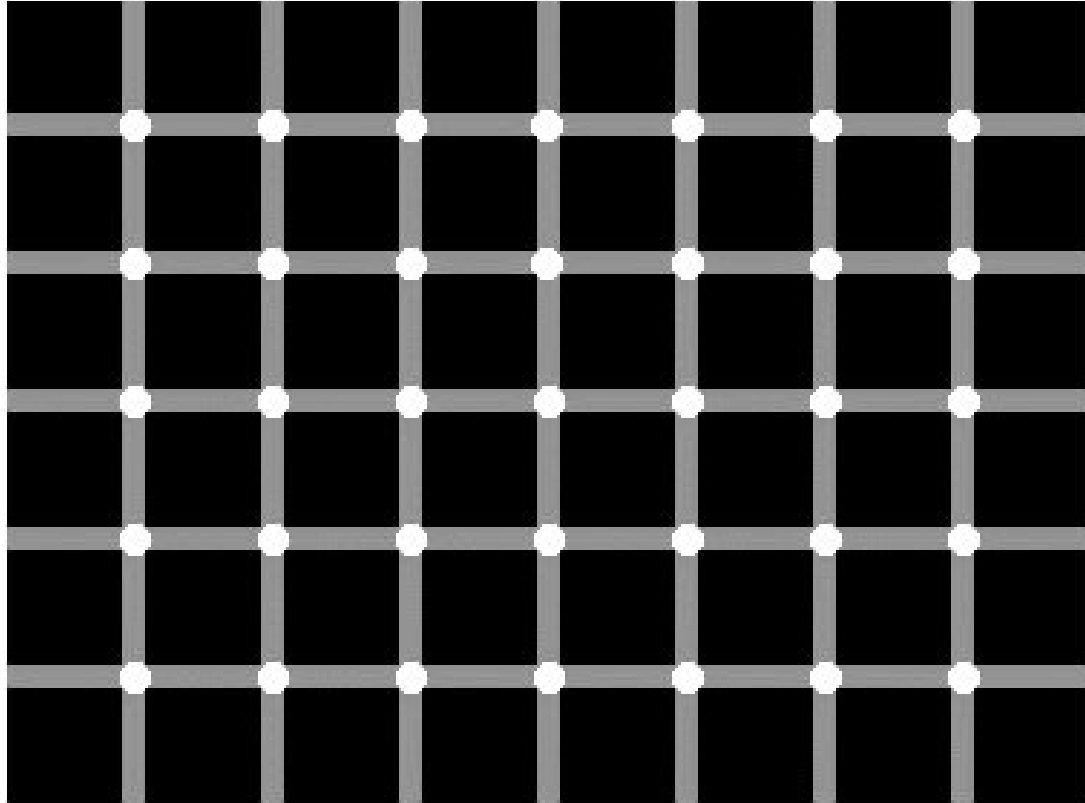
Self-regulation & Mind control

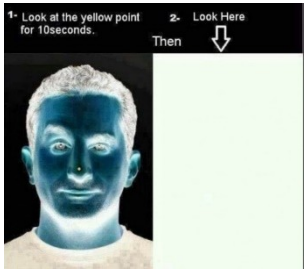
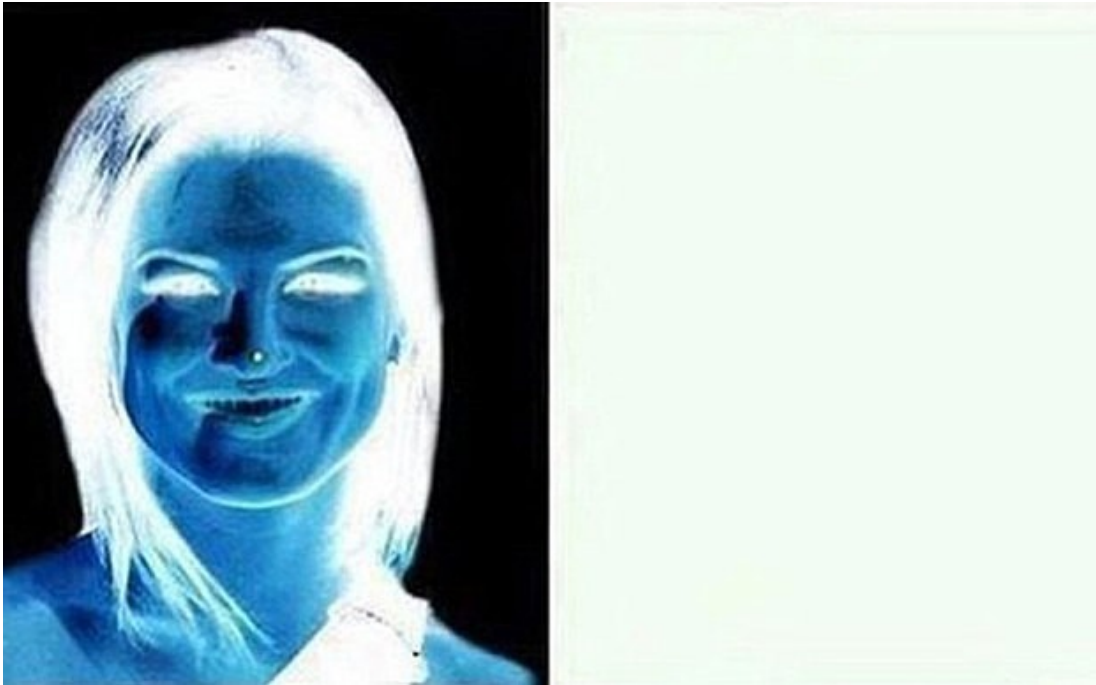
Do you believe (in) your senses?



www.scientificpsychic.com/graphics/



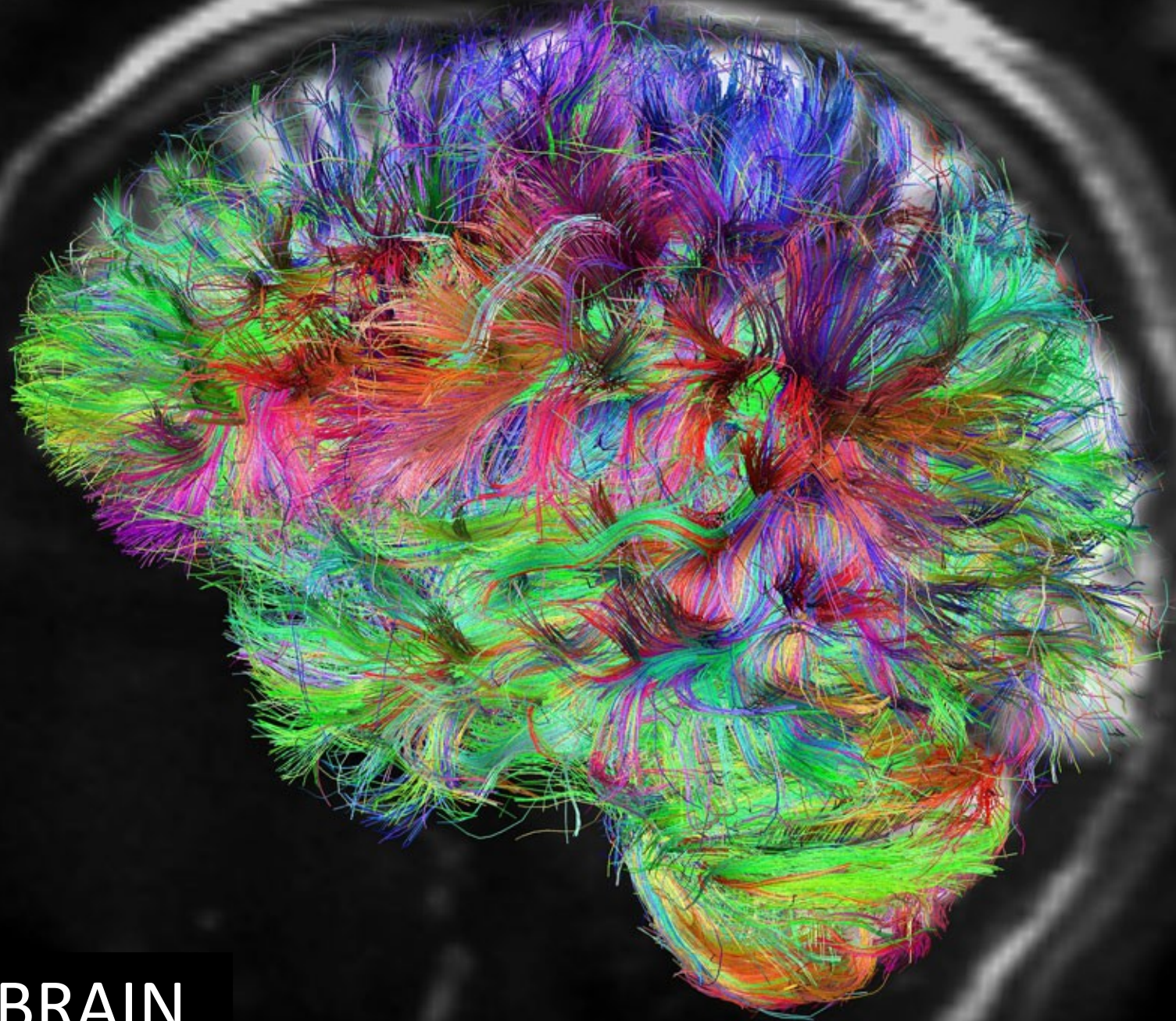




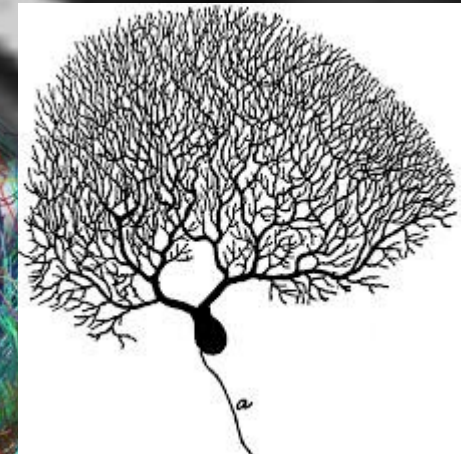
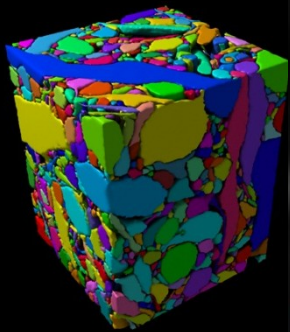
Audio illusions



<https://www.youtube.com/watch?v=kzo45hWXRWU>

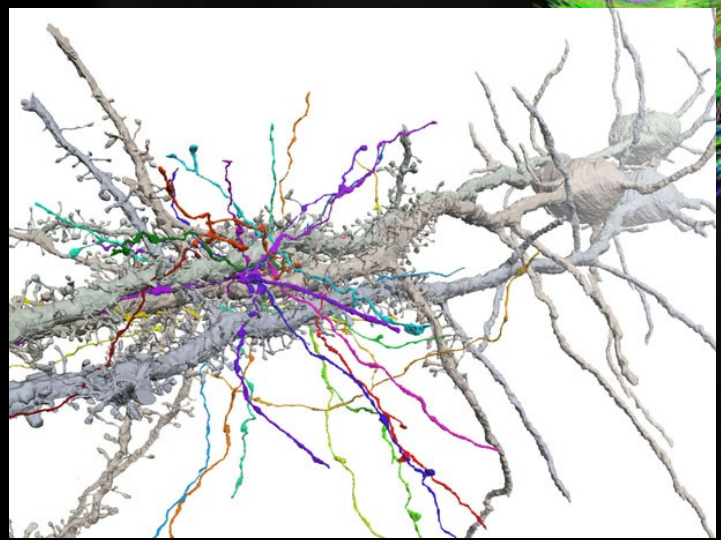


THE BRAIN

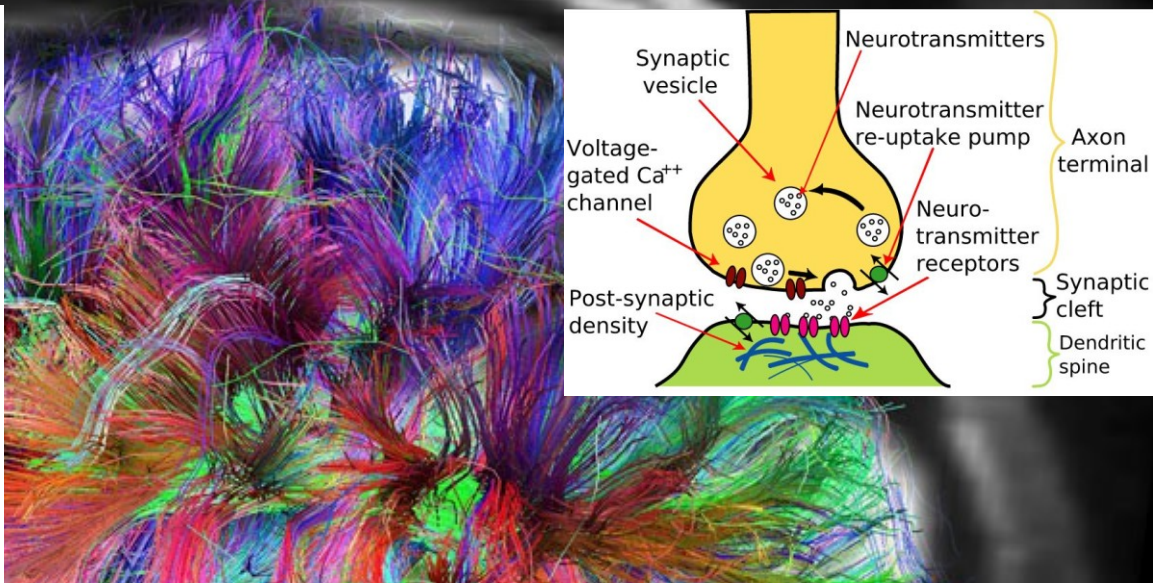
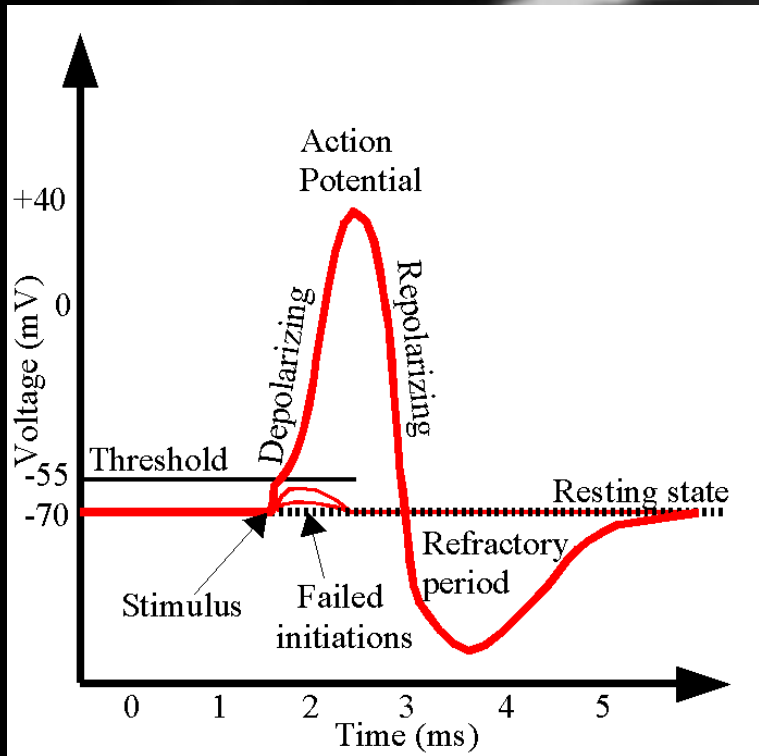


COMPLEX & COMPLICATED

CONNECTOME



P©H



COMPLEX & „SPEEDY“

CONNECTOME

**myelinated axon
speed up to 120 m/s**

432 kph

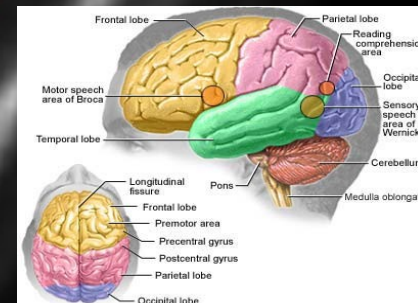
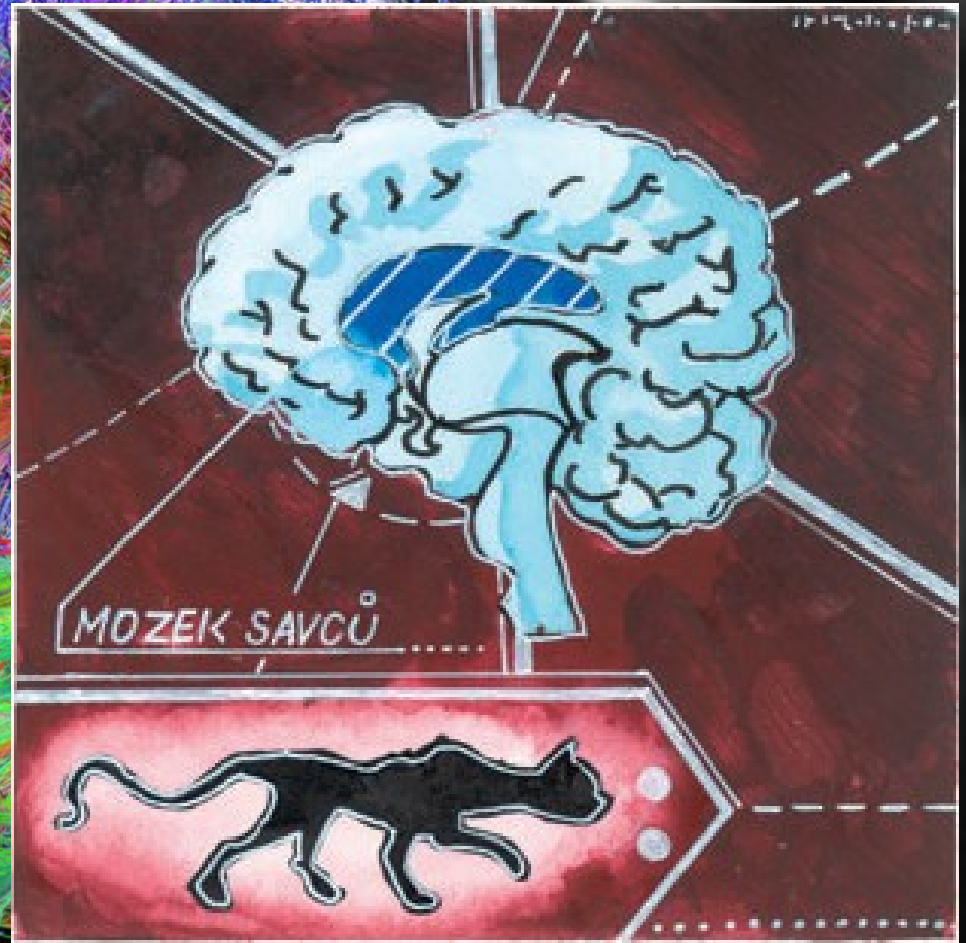
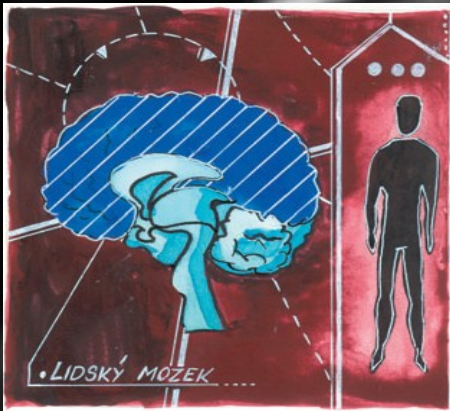


2 meters



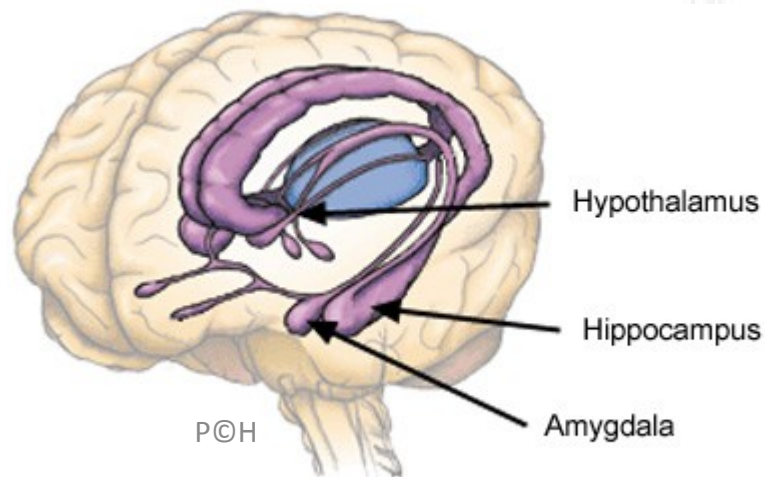
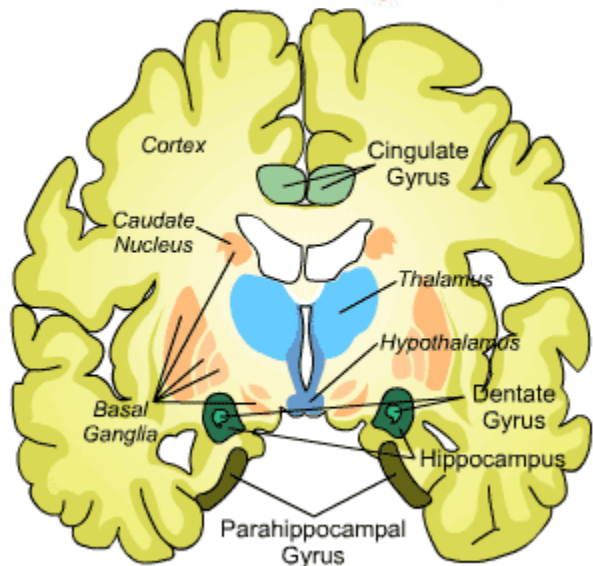
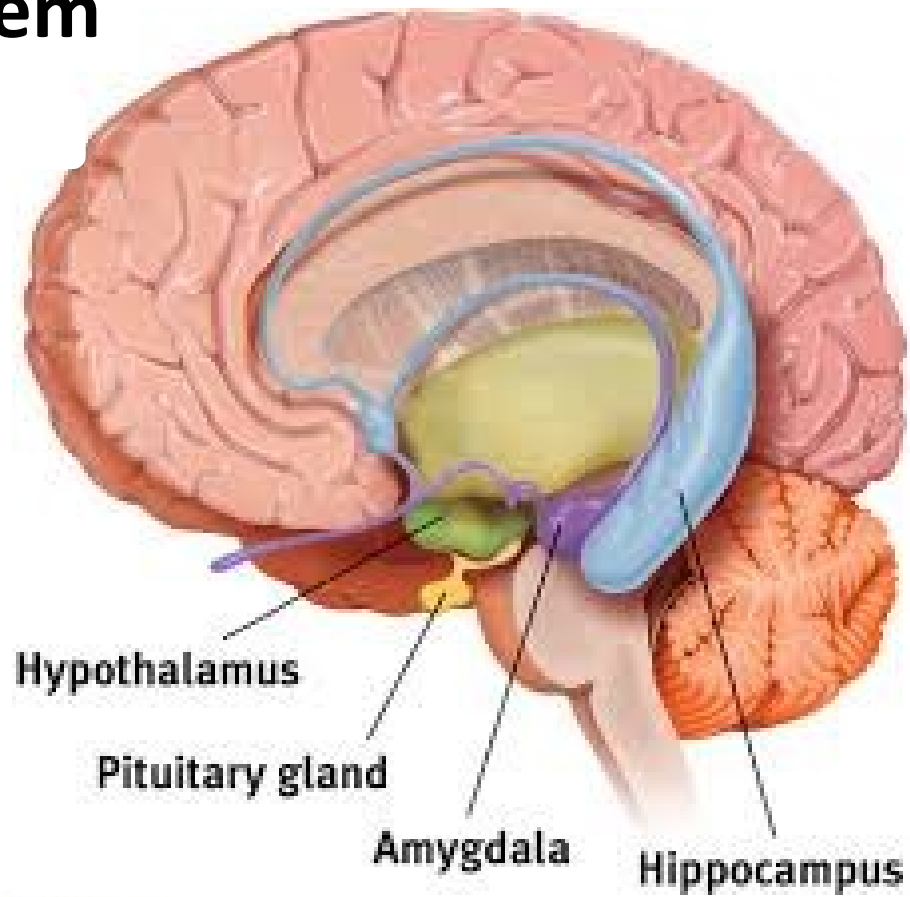
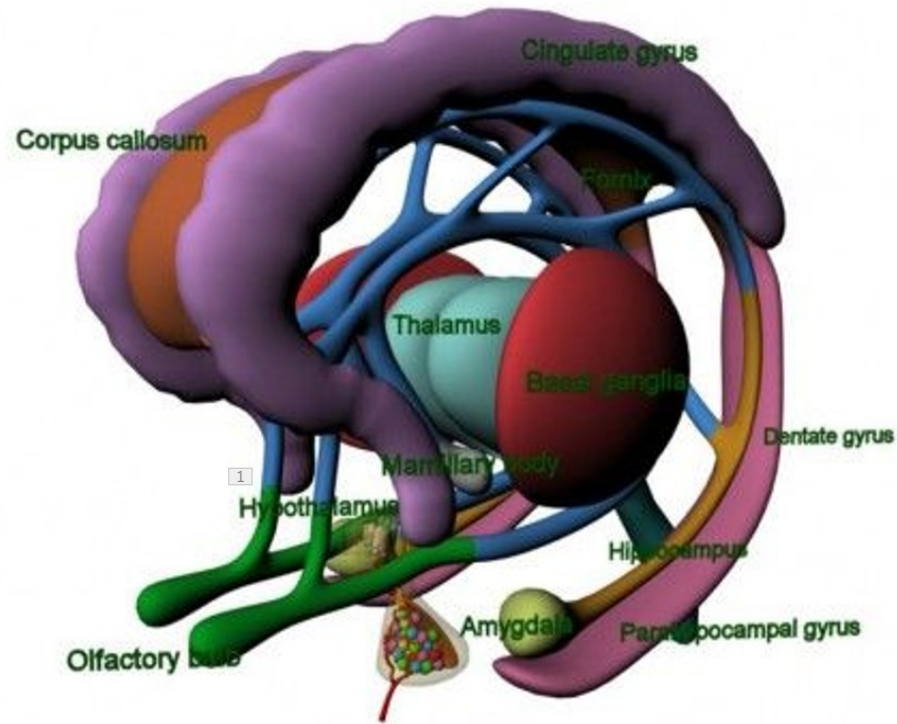
**non-myelinated axon
speed up to 2 m/s**

7,2 kph



Triune theory - Paul McLean

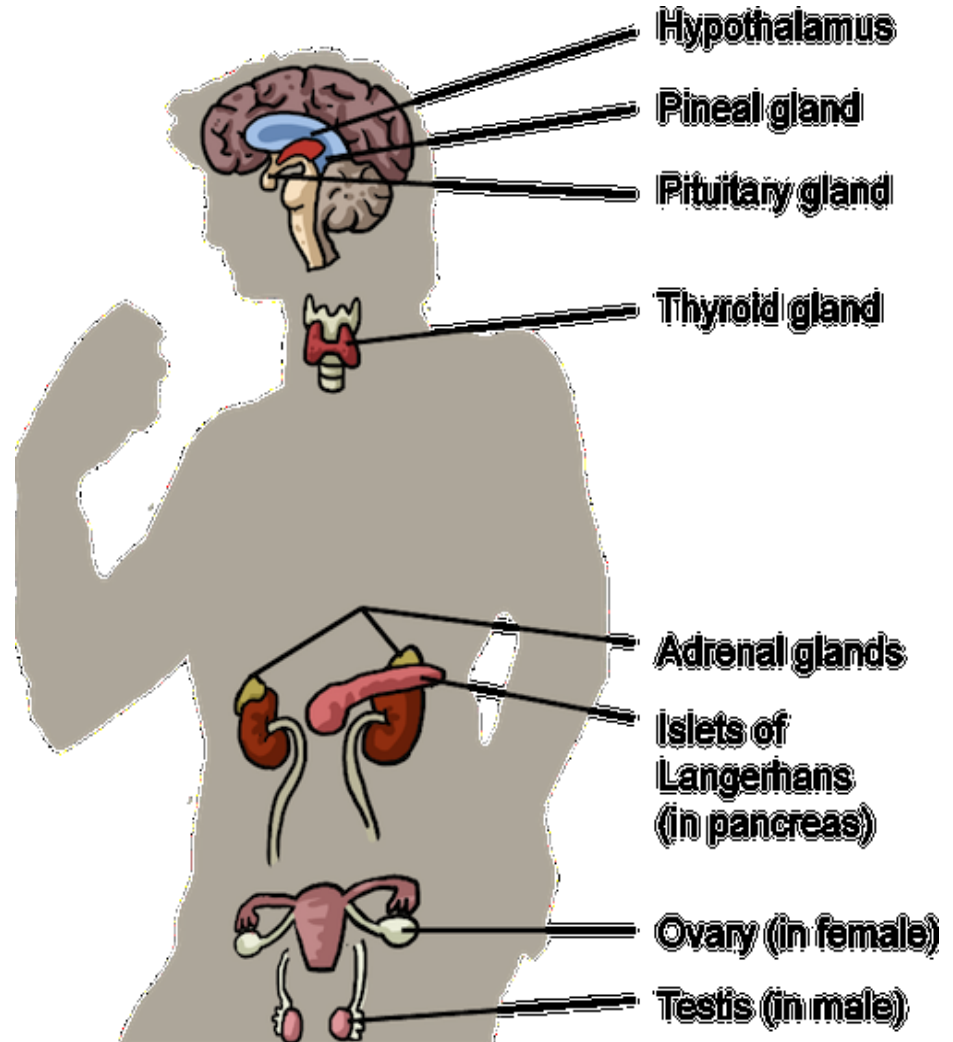
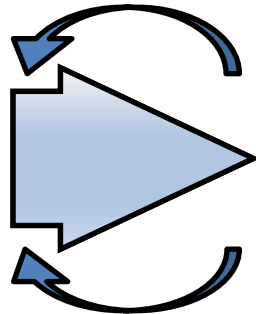
Limbic system



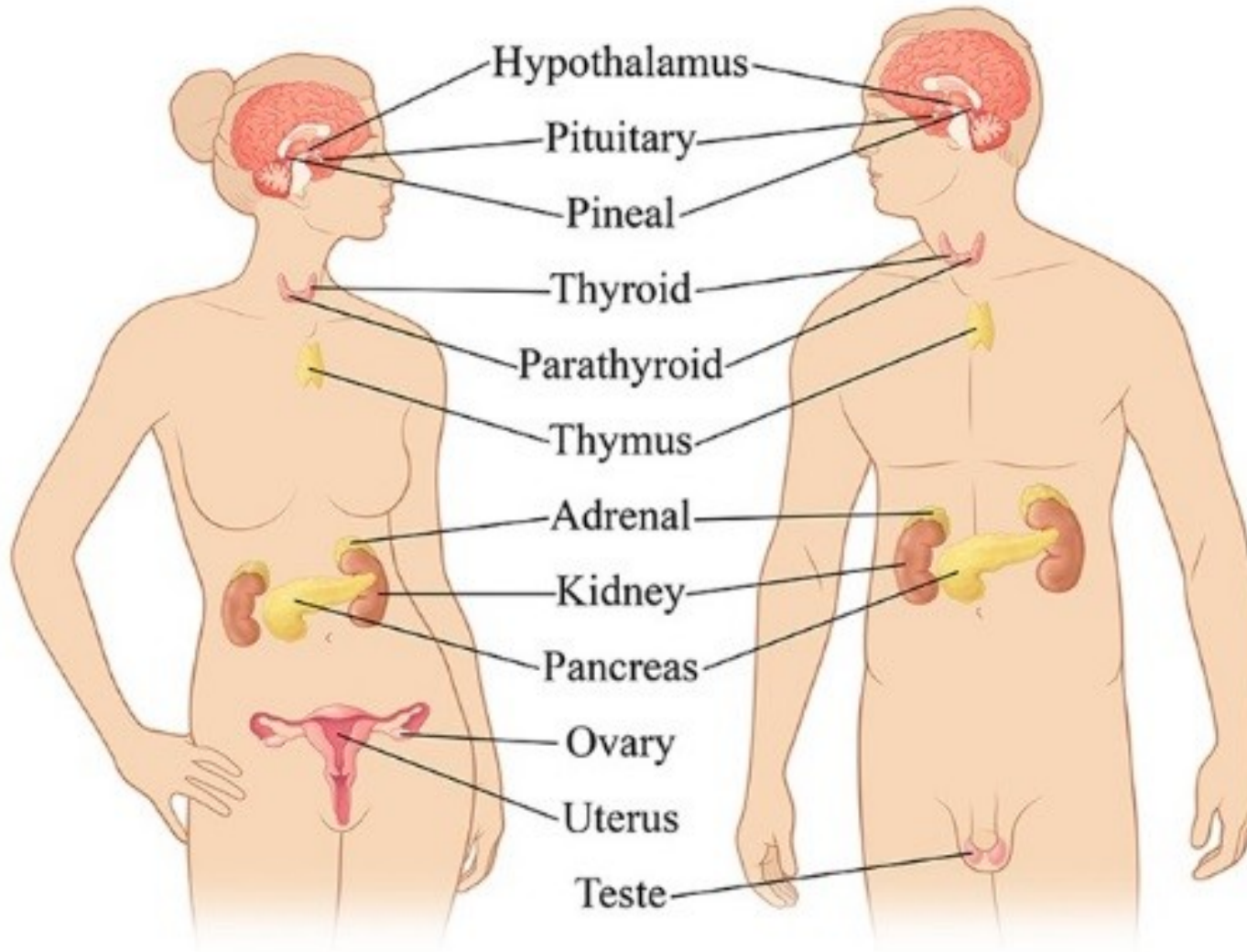
Autonomic Nervous System & Endocrine System

Two systems working together during immediate stress:

- Sympathetic
 - (responsible for expending energy)
- Parasympathetic
 - (responsible for conserving energy)

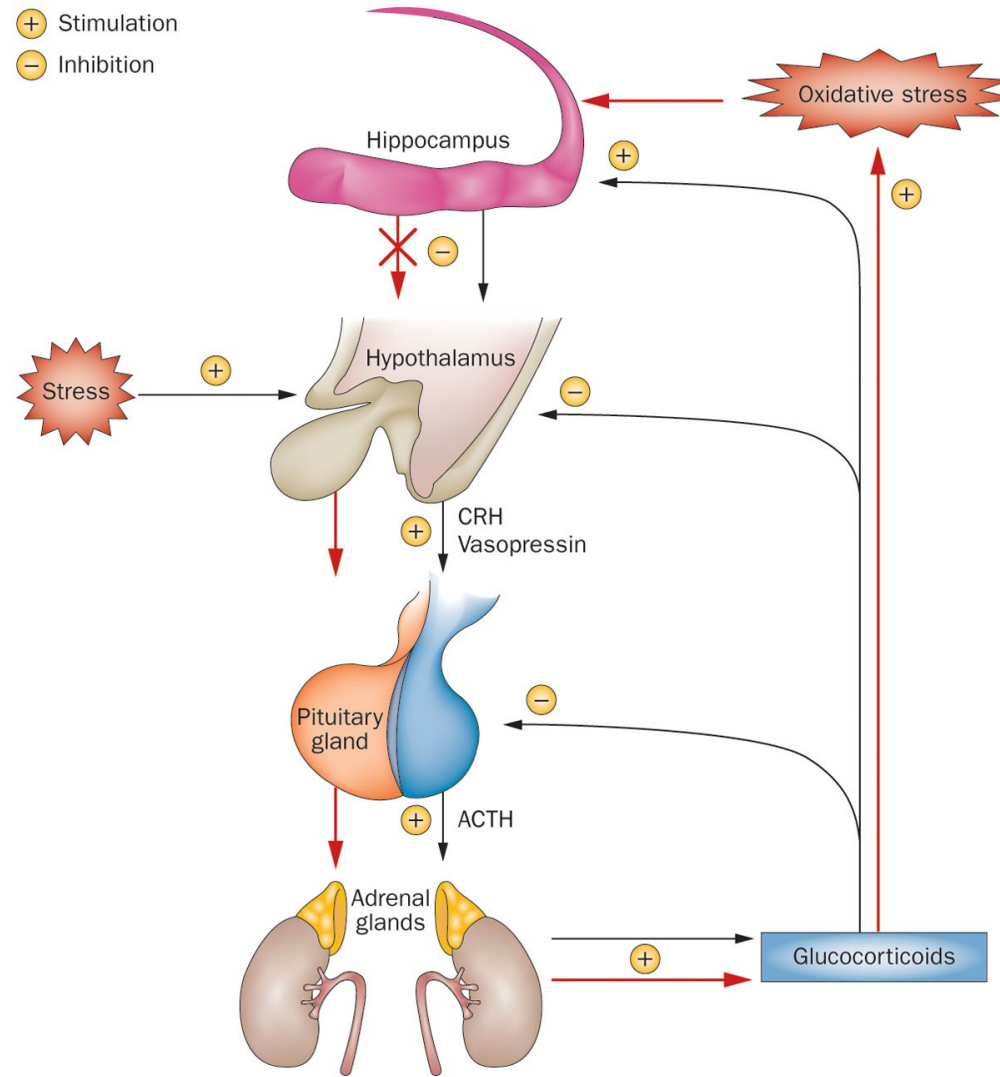


Endocrine System



<http://www.hormone.org/hormones-and-health/the-endocrine-system>

Schematic diagram showing the potential role of oxidative stress in the progressive dysfunction of the hypothalamic–pituitary–adrenal (HPA) axis observed with ageing



Autonomic Nervous System

- Stressor → Adrenal glands secrete adrenaline
- Sympathetic vs. Parasympathetic
- Sympathetic Physiological response
 - Heart rate increases; Muscles tense; Blood pressure rises; Pupils dilate; Breathing increases; Perspiration ...

Endocrine System

Stressor → Hypothalamus → CRF released → Pituitary gland → ACTH → Bloodstream → Adrenal glands → Produce adrenaline and glucocorticoids → Physiological response

The “Response” Flow Chart

- Life
- A Perceived threat
- Hippocampus (Alarm)
 - Alarm, you will have an emotion
- Limbic System (Seat of Emotions)
 - Emotional response will lead to a physical one
- Reticular Activating System
 - Connection between mind/body
- Hypothalamus (Supervisor)
 - Turns on Endocrine and Autonomic systems

The “Response” Flow Chart (cont.)

- Endocrine System (Hormones)
 - Vasopressin-helps move blood through by increasing water in the blood
 - Cortisol-increases blood glucose for battle. Also suppressed T-Cells, more likely to become ill.
- Autonomic Nervous System
 - Sympathetic System- “ON” switch, increases energy level
 - Parasympathetic System- “OFF” switch, decreases energy level

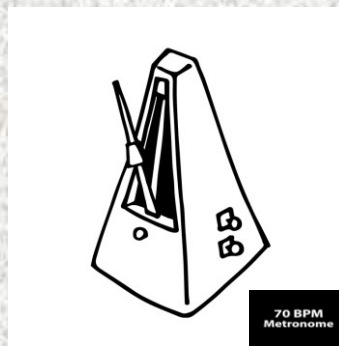
Endocrine System

- **Vasopressin** (pituitary gland)
 - Increases blood permeability to water
 - Increases blood volume
 - Increases blood pressure
- **Cortisol**- primary glucocorticoid (adrenal gland)
 - Increases blood sugar/ gluconeogenesis (mobilizes free fatty acids)
 - Decreases T-lymphocyte production
- **Thyroxin**(hypothalamus)
 - Accelerates heart rate
 - Increases gastrointestinal motility
 - Increases anxiety
 - Increases blood pressure



Focus on Principles

Habituation helps & harms ...



**Focus, concentrate, pay attention, be aware .
& stay calm, healthy and alive.**



The brain is playing a game, let's play together

Brain Tricking

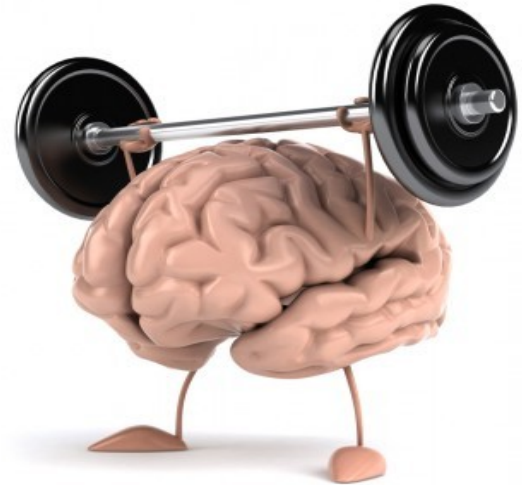
Blind spot

Through the palm

Hand – Leg / Eye-Tongue

Left-Right, Up-Down

Subtraction on One Leg (deduct 7 from 1000)





Dealing with stress

basic information, sources, links

short version



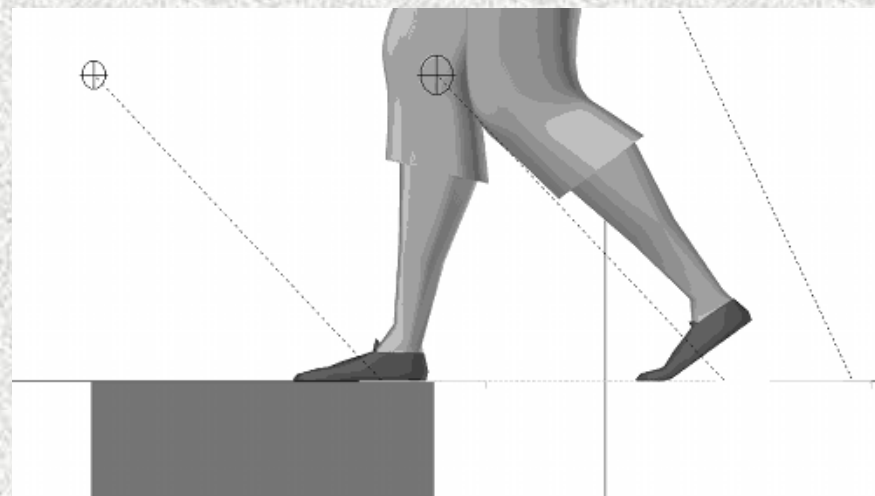
What kinds of everyday activities
are the most important **to feel fine**
and stay **healthy**?

What kinds of everyday activities
are **necessary to stay alive**?



Just a few „things“

in good order, regularity, regime





HOMEOSTASIS & PREVENTION



individual daily need
best is water
(non carbonated, non sparkling)
mostly between
2 & 3,5 liters per a day

Verification:

pure/clear/transparent **colour of urine**
in the afternoon (2-5 p.m.)

The eatwell plate

Use the eatwell plate to help you get the balance right. It shows how much of what you eat should come from each food group.



Department of Health in association with the Welsh Assembly Government, the Scottish Government and the Food Standards Agency in Northern Ireland

HOMEOSTASIS & PREVENTION

The eatwell plate

Use the eatwell plate to help you get the balance right. It shows how much of what you eat should come from each food group.



A varied diet with plenty of nutrients:
carbohydrates, proteins, fats;
vitamins, minerals and enzymes;
roughage/fiber

MICROBIOME

Rob Knight:

How our microbes make us who we are

www.ted.com/talks/rob_knight_how_our_microbes_make_us_who_we_are

TED Ideas worth spreading





amandapair.com

individual daily need

mostly **7,5 +/- 1,5** hours per a day



Verification:

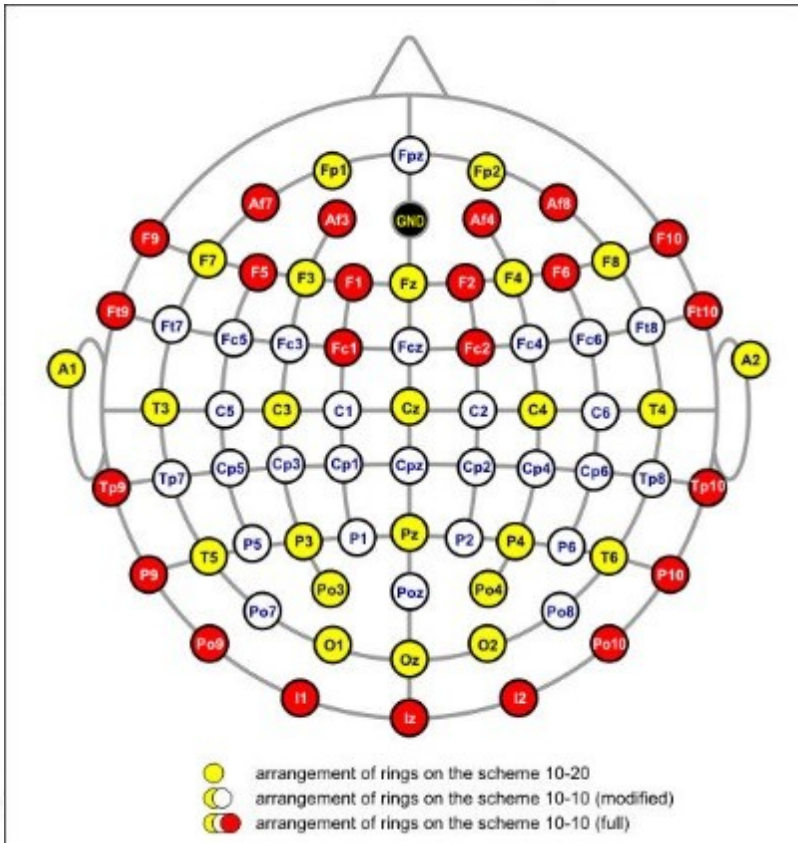
**re/fresh/ed feeling
soon after awakening**
(best more than 3-5 hours)

EEG

Awake

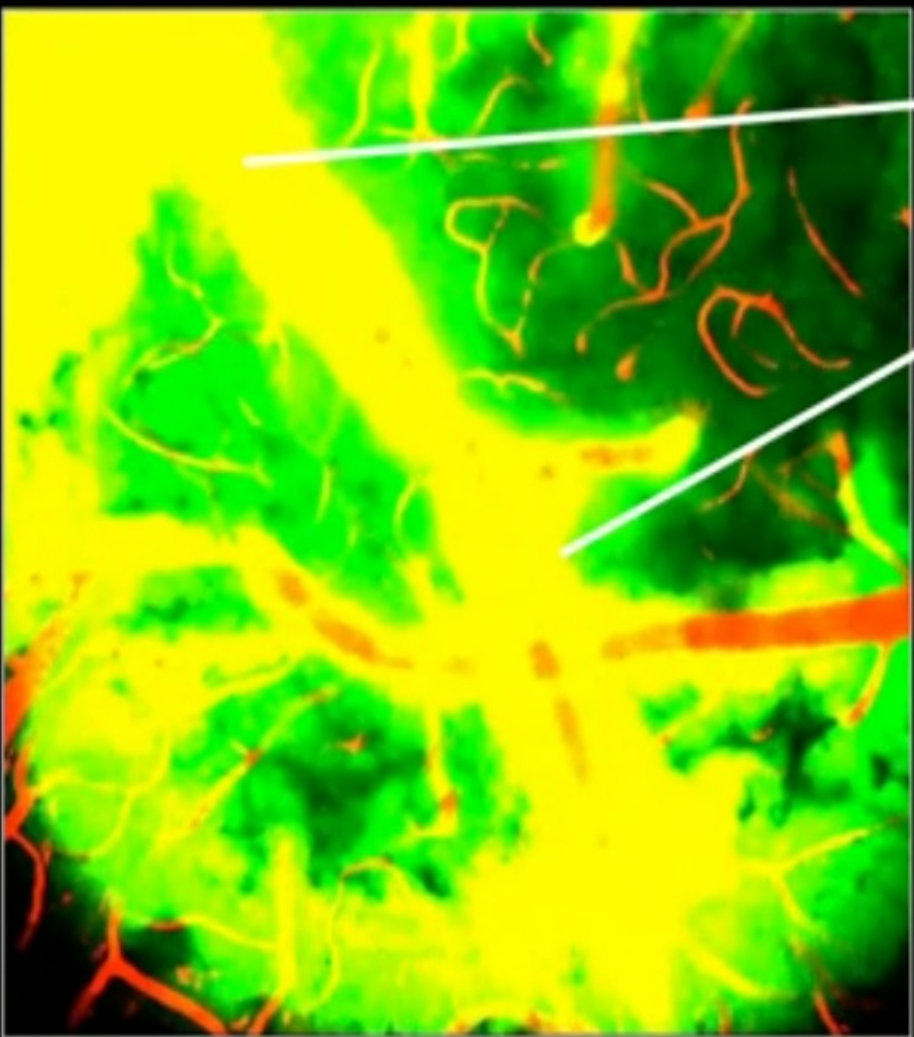


Sleep stage 1



REM





Blood Vessels

Cerebrospinal Fluid
(CSF)

... and inside the brain



Imaging at the brain surface

<http://psychologon.cz/component/content/article/20-psychologon-recherche/425-jeff-iliff-o-duvod-vic-proc-se-dobre-vyspat>

http://www.ted.com/talks/jeff_iliff_one_more_reason_to_get_a_good_night_s_sleep

Sidelights:

Circadian rhythm

- Circadian rhythms are **physical, mental and behavioral changes that follow a roughly 24-hour cycle**, responding primarily to light and darkness in an organism's environment. They are found in most living things, including animals, plants and many tiny microbes. The study of circadian rhythms is called chronobiology.



The classic phase **markers** for measuring the timing of a mammal's circadian rhythm are:

- melatonin secretion by the pineal gland
- core body temperature minimum, and
- plasma level of cortisol



WIKIPEDIA
The Free Encyclopedia

Circadian rhythm - Morning-Evening Types

Morningness and Eveningness („lark“ and „owl“) describe a person's individual circadian profile.

- Morning people usually prefer to rise between 5 a.m. and 7 a.m., and retire between 9 p.m. and 11 p.m.
- Evening people tend to prefer both a later wake up (9 a.m. to 11 a.m.) and a later bed time (11 p.m. to 3 a.m.).
- Morning people also tend to be more rigid in their circadian rhythms.
- Evening people find adjustment to new schedules somewhat easier.
- Most people fall somewhere between these two types.

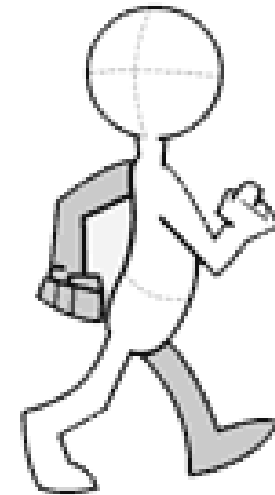


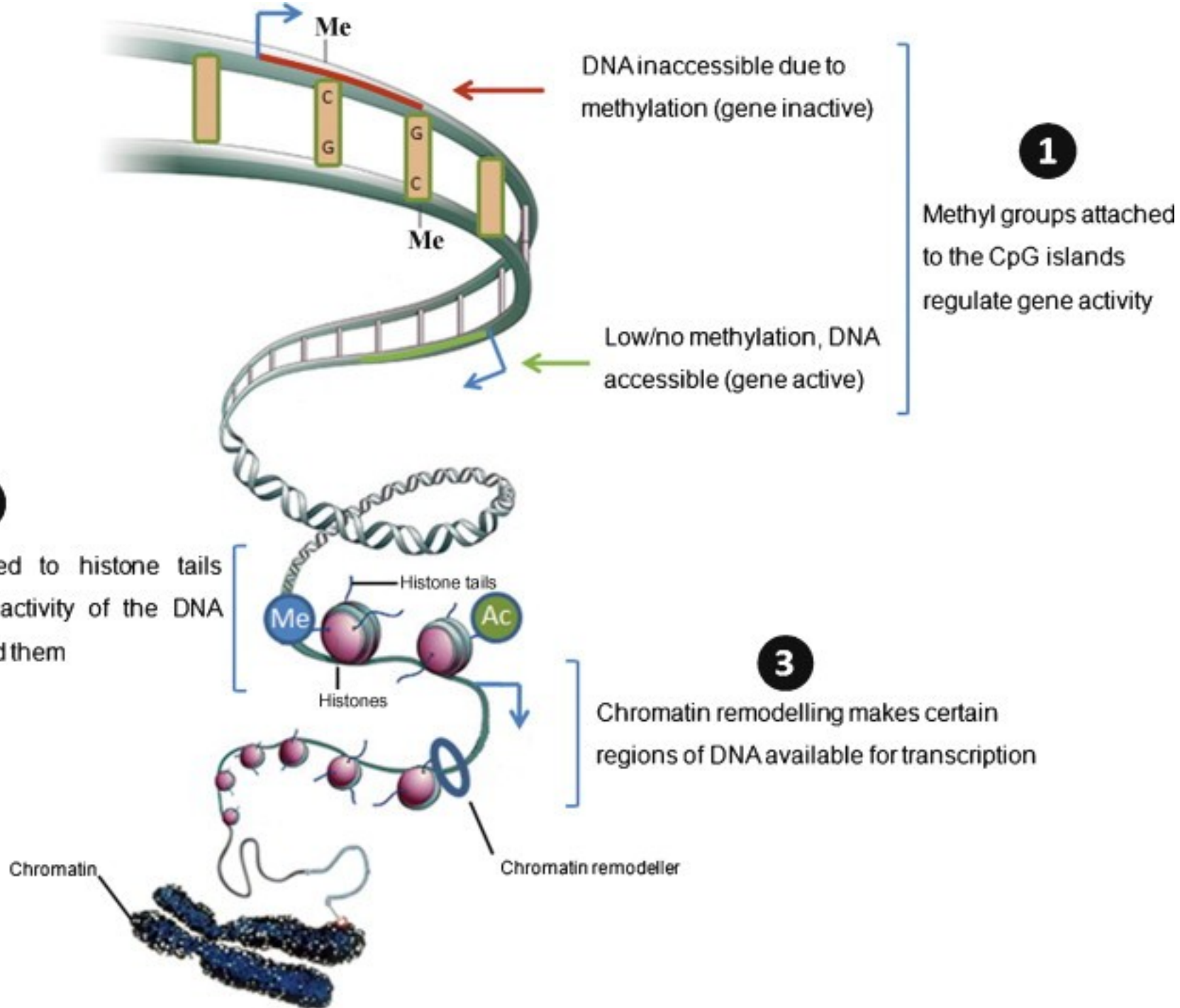


to „move“, exercise, walk
at least twice per a week (between 25 & 45 minutes)
in „stayer“ way (long durance in low intensity)

Verification, body reaction:
(best more than 25 minutes)

miled sweating
increased heart rate
inability to speak fluently



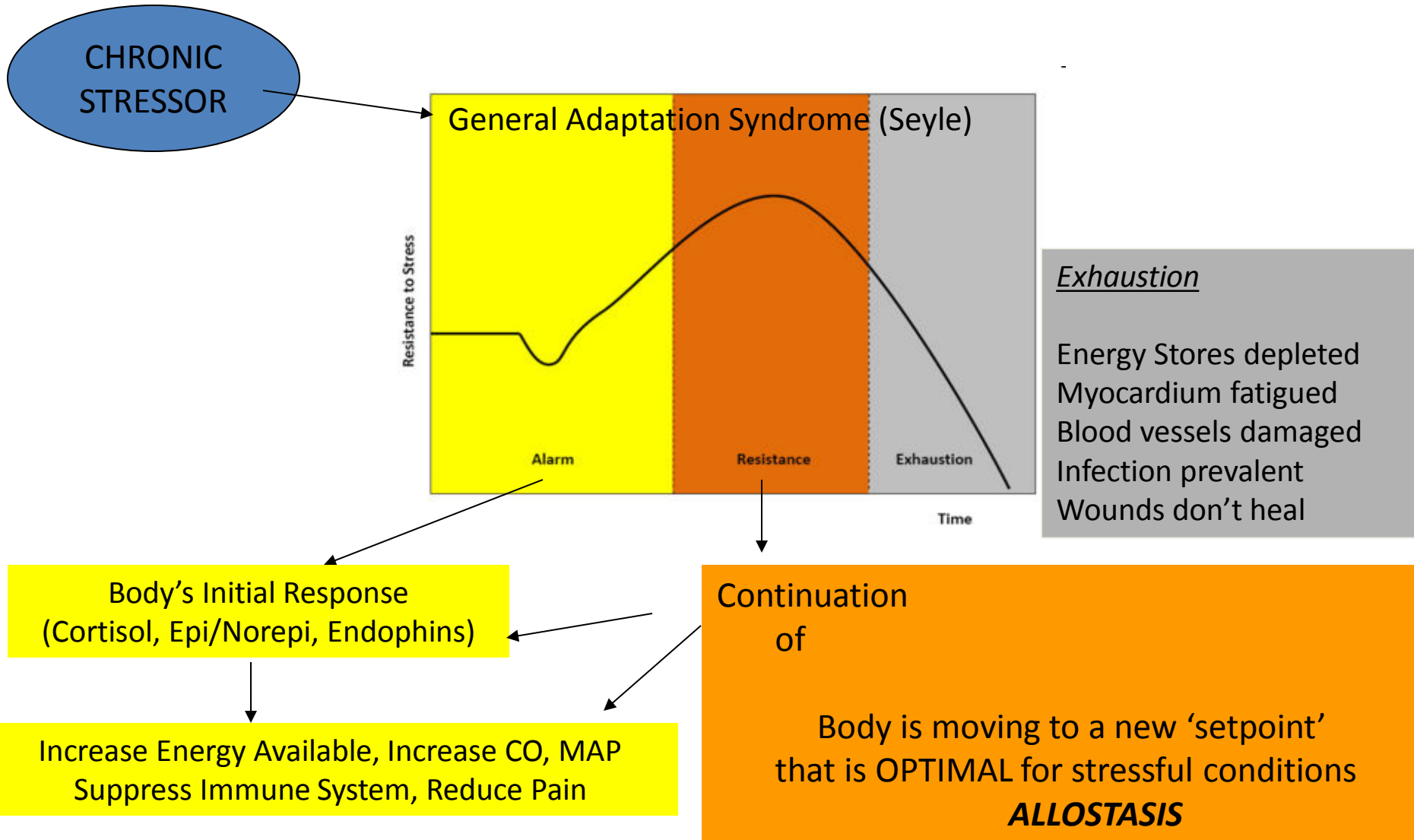


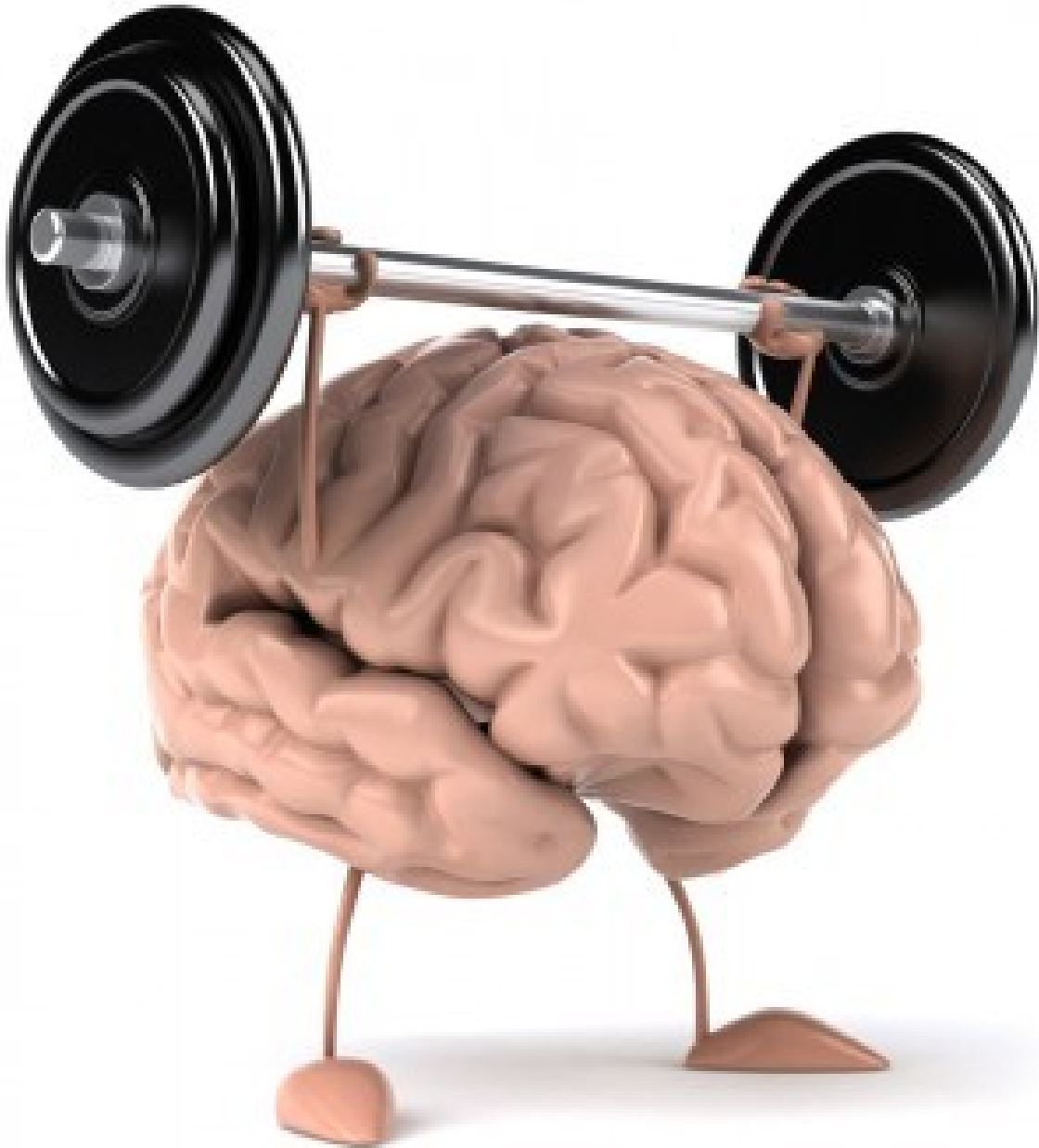


Have you ever heard about
HOMEOSTASIS?

And what about
ALLOSTASIS?

Chronic Stress Response

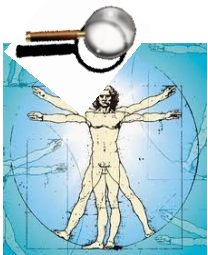




Introduction & Practical Use of Relaxation Techniques, Self-Experience

basic information, sources, links

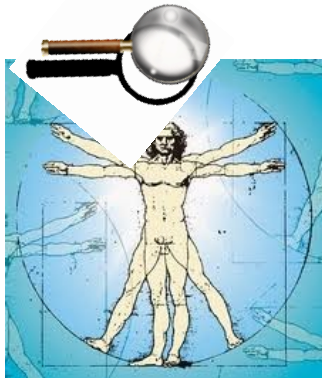
3.11.2016



TERMINOLOGY



CONCENTRATION



RELAXATION

IMAGINATION

MEDITATION





Focus on Principles

Reasons for practicing relaxation?

Arousal&Energy

Refreshment

Recovery

Rest



Attention&Focus

Imagination

Innovation

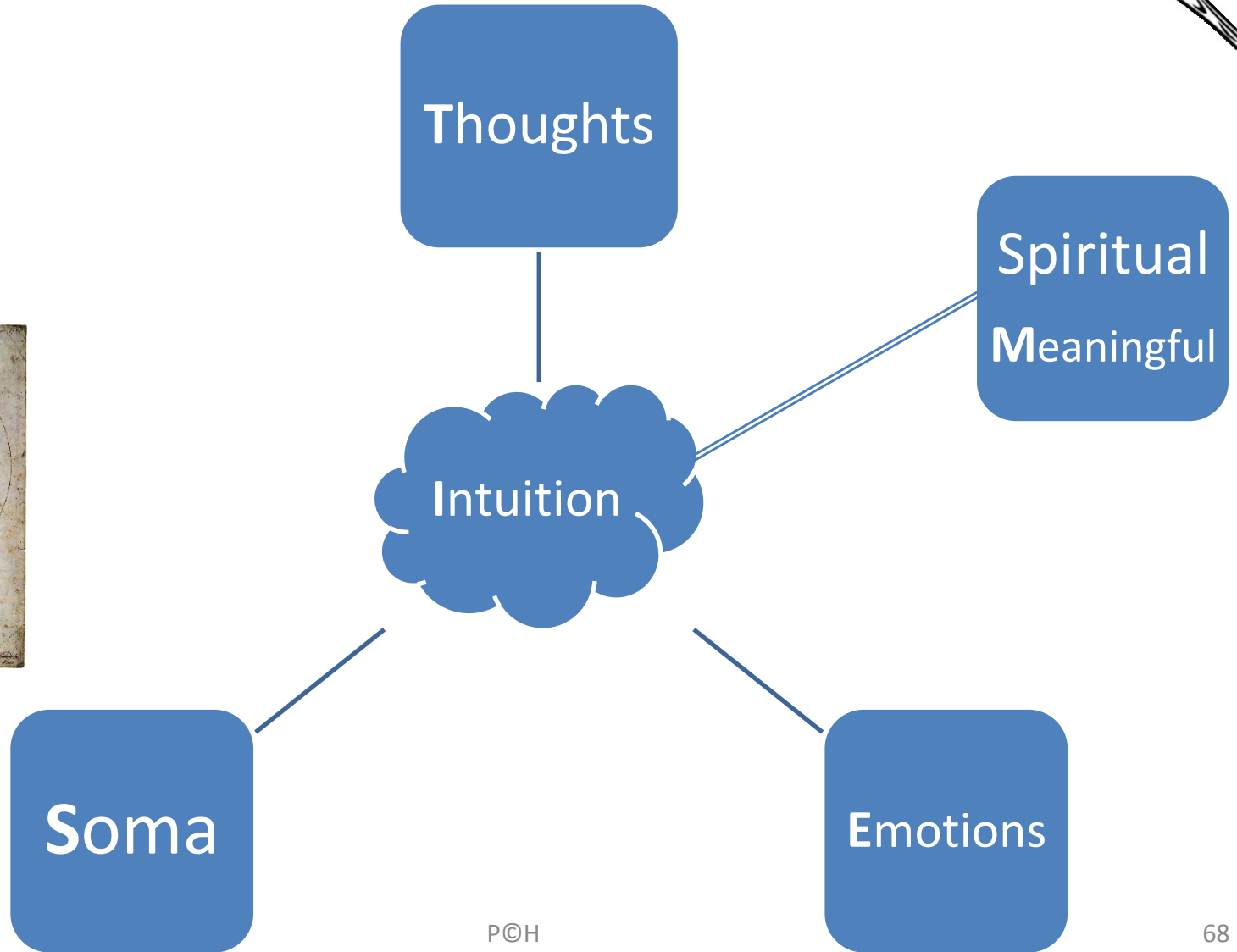
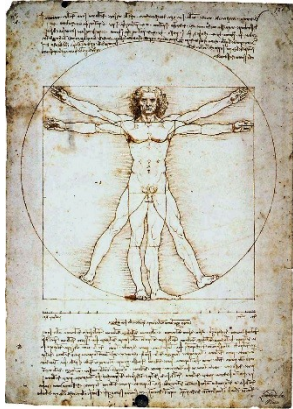
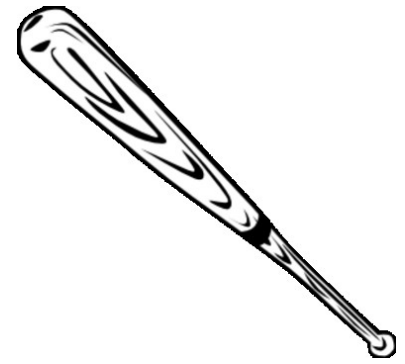
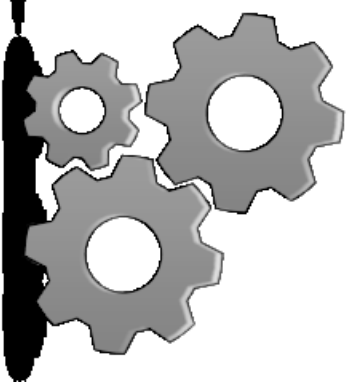
Inspiration

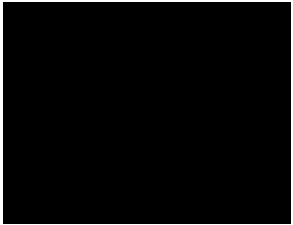


Feedback: S-E-T



S-E-T / I-S / B-E-S-T





Simple questions to improve self-reflection:

WHAT I (REALLY) **WANT** (JUST NOW) **?**

WHAT I (REALLY) **NEED** (JUST NOW) **?**

CONCENTRATION



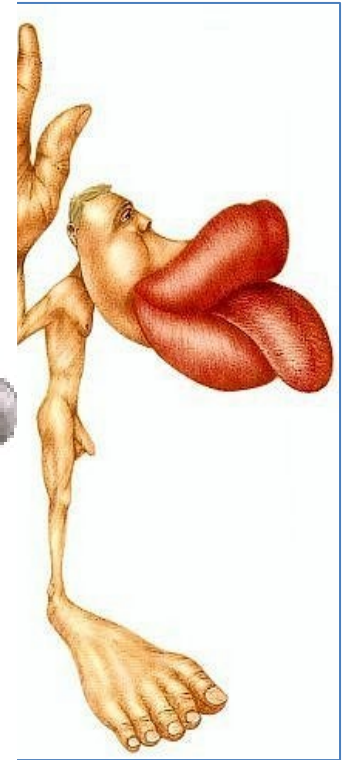


What kinds of senses do we have?

Which one is the most important to feel safe?

Conscious relaxation/concentration

5
Sense



Sight vs. Touching&Hearing

Daniel Kish:

How I use sonar to navigate the world

https://www.ted.com/talks/daniel_kish_how_i_use_sonar_to_navigate_the_world

TED Ideas worth spreading



Conscious relaxation/concentration

5 S technique

5 senses

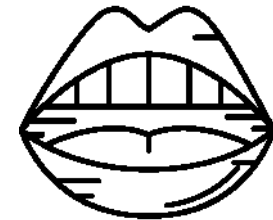
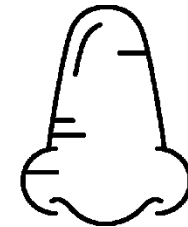
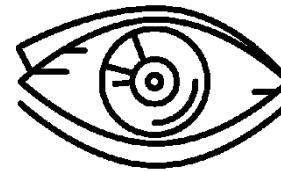
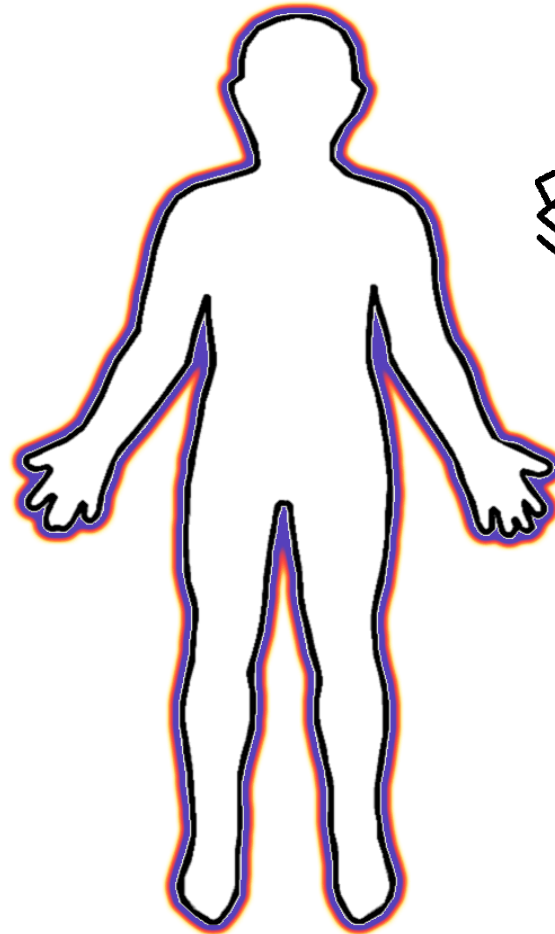
BODY (sense of Touch)

MOUTH (sense of Taste)

NOSE (sense of Smell)

EYES (Sight)

EARS (Hearing)



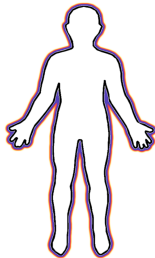
Conscious relaxation/concentration

5 S technique

All I need is working,
I can enjoy the lesson!

to **GET TOGETHER** (integrate)

2 channels:



FEELINGS & WORDS

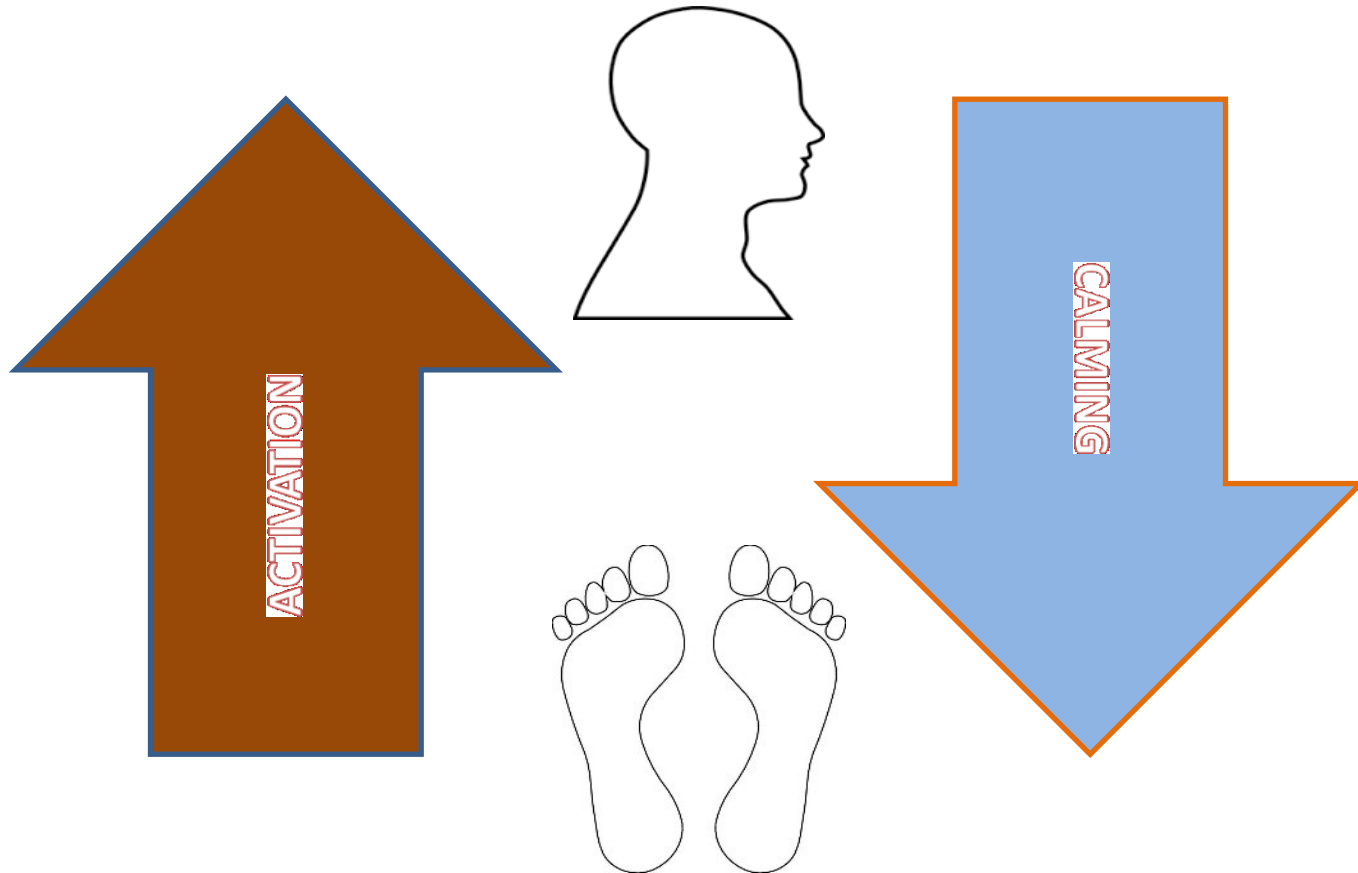
sense & ratio
color & shape

„That’s fine, my sense
of touch is working.“

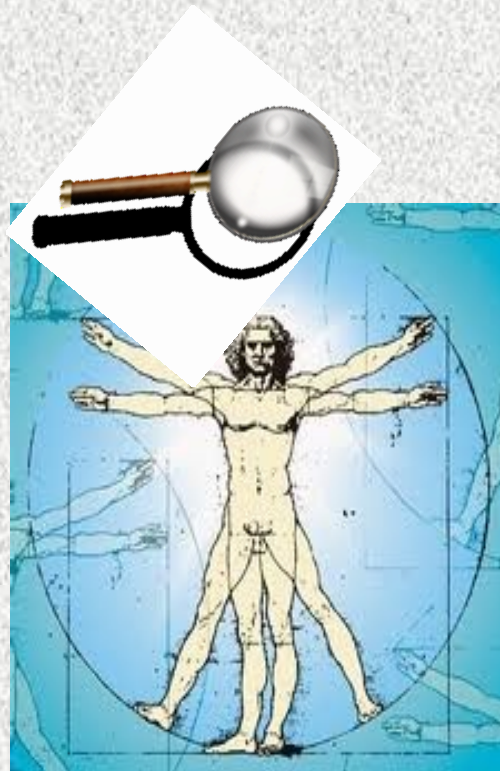
Conscious relaxation/concentration

5 S technique

5 senses



RELAXATION



Jacobson's Progressive Muscular Relaxation



Tension – perfusion, muscle activation

10 seconds

vs.

10 seconds

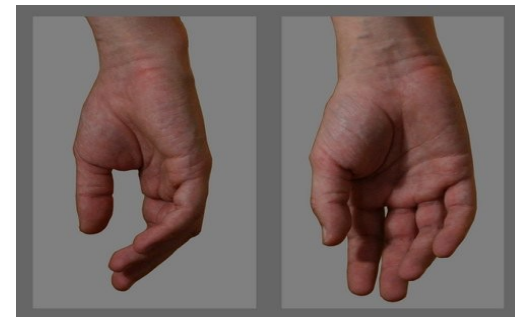
Releasing - perception of the relaxation effect



Attention is paid to the contrast

between

tension and relaxation



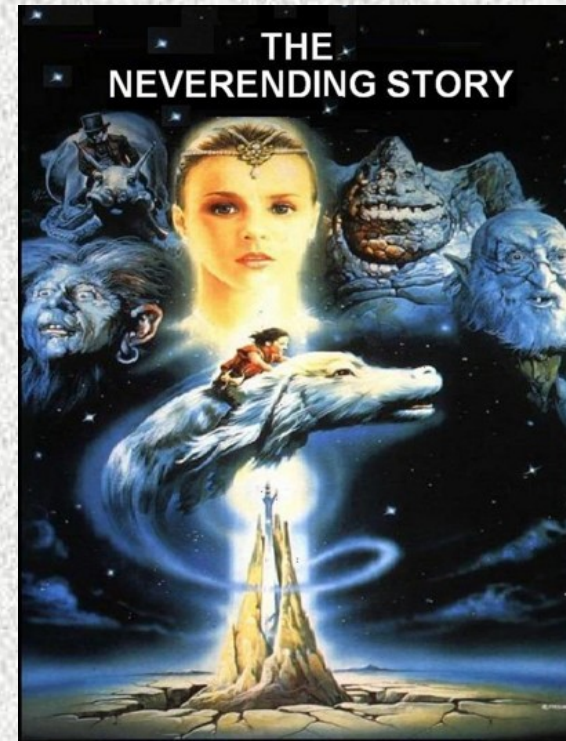
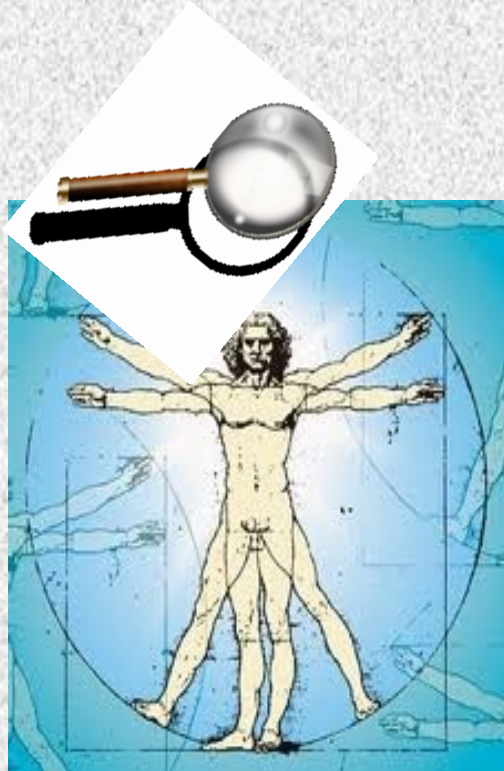
Progressive muscle relaxation technique



Feel the tension as you hold that position.

www.youtube.com/watch?v=xqKljKyElmo

RELAXATION & IMAGINATION



Conscious relaxation/concentration

Autogenic training

- Muscle relaxation
- Body warming from shoulders towards hands and feet
- *Calm breathing*
- *Calm pulse*
- **Warmth in the abdomen**
- Cold forehead



BRITISH AUTOGENIC SOCIETY

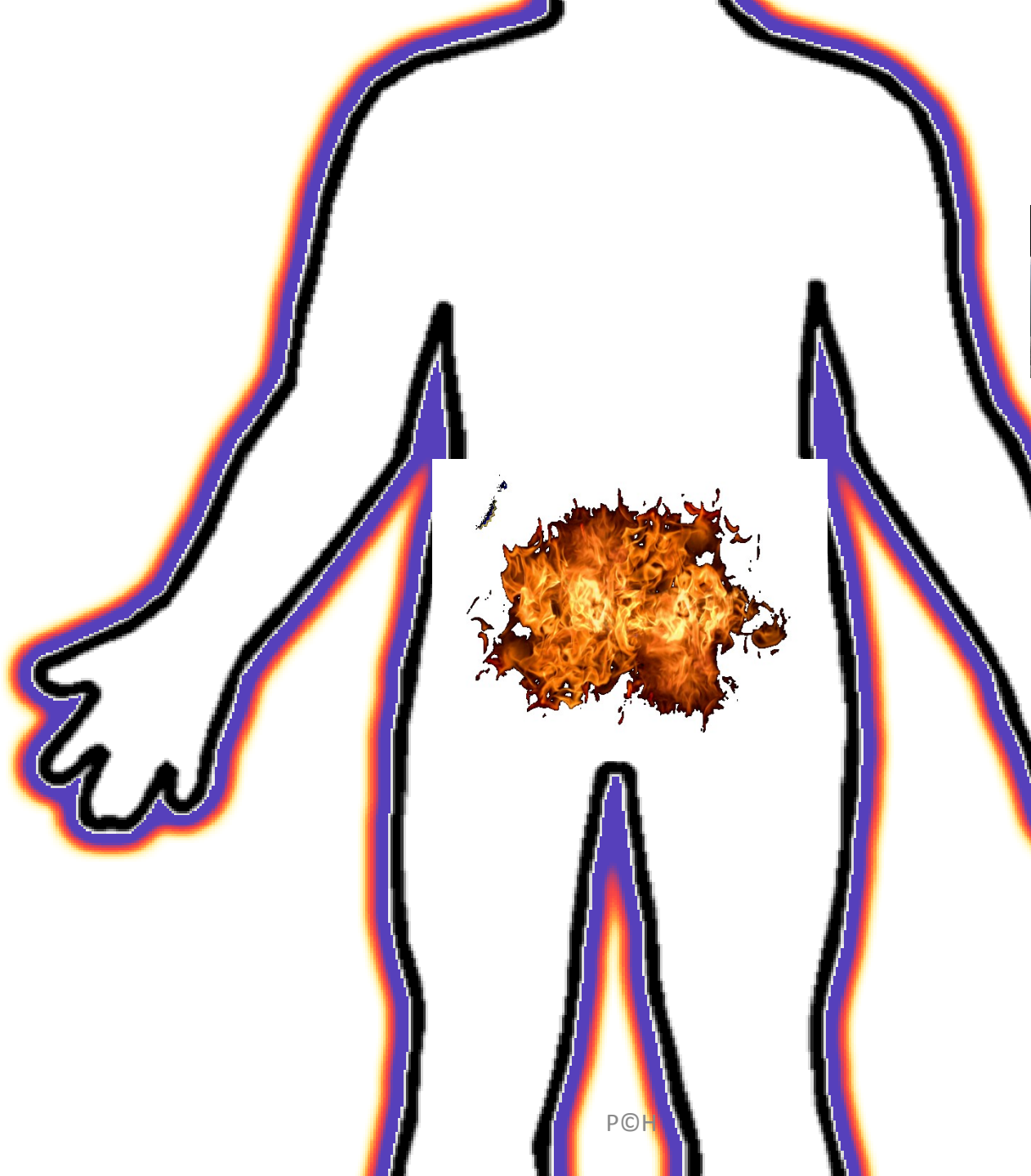


AT - Muscle relaxation

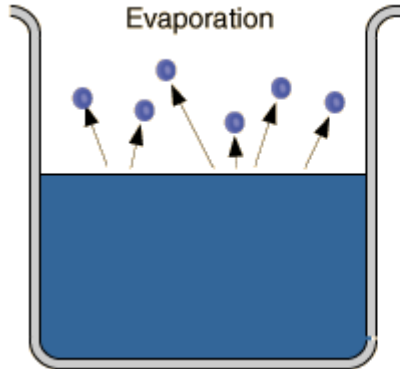


AT - Body warming



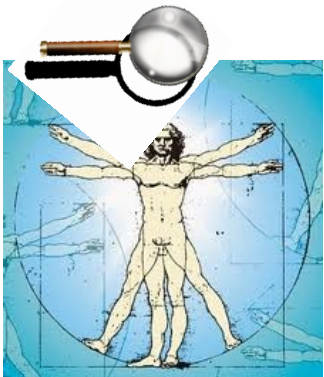


AT - Cold forehead





Practical Use of Relaxation Techniques, Self-Improvement

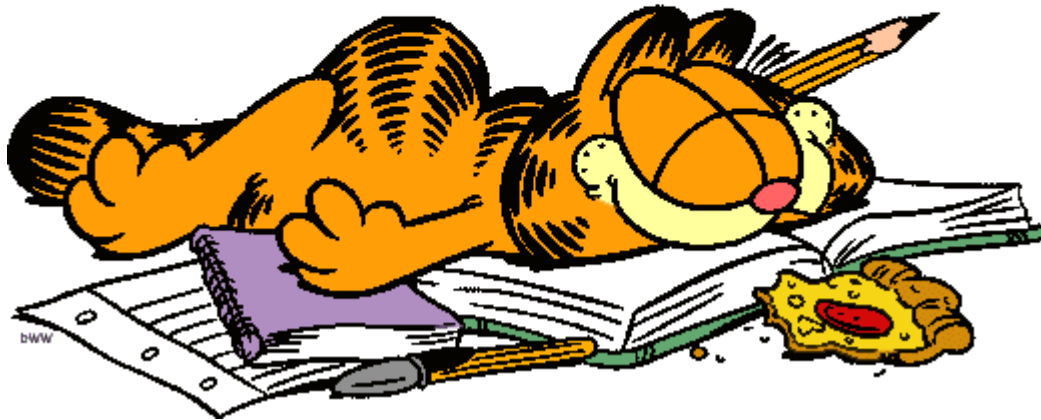


Take a nap

Just



times per a day.



With closed eyes.



Focus on Principles

Neuroplasticity works for us ...

IMAGINE!

HOW

I use it?

How the brain works, talks, thinks



Why to apply ...



CONCENTRATION



RELAXATION



IMAGINATION



MEDITATION

sleeping, active refreshing

efficiency, adaptation, coping

(with minimum to peak)

creativity, mental activity

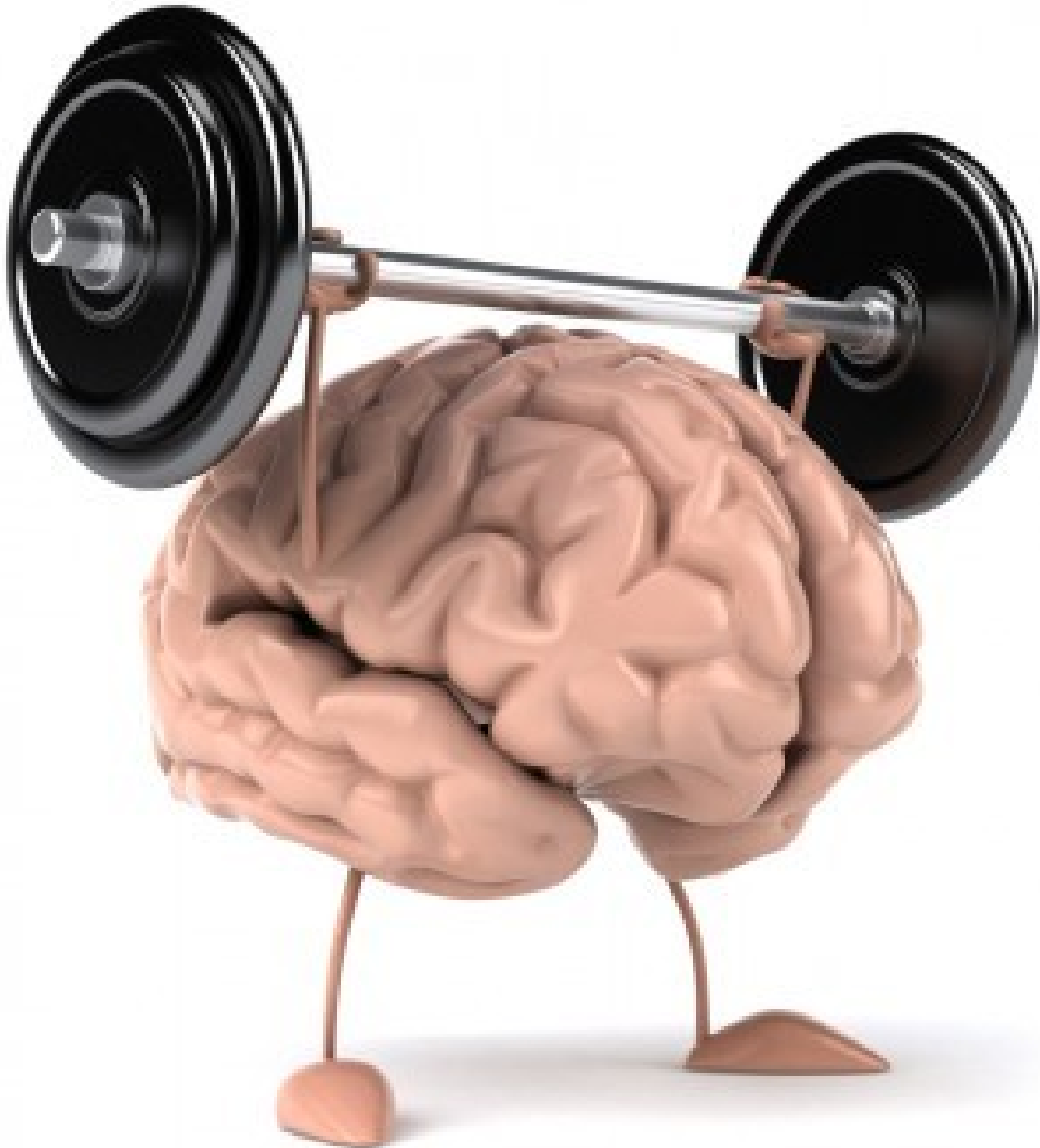
(planning, time management, social relations, self-reflection, memory ...)

well-being, work-life-balance

self-improvement

health

(bio-psycho-socio-spiritual homeostasis/balance)





Stress and Coping Strategies.

Successful stress management.

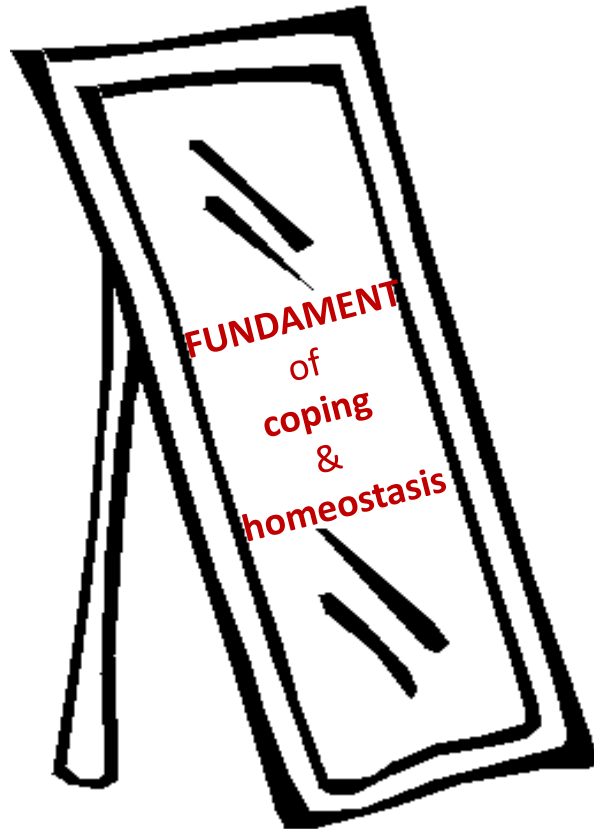



Focus on Principles

FEED BACK



Self- Reflection



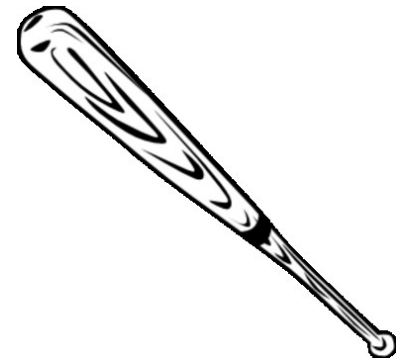
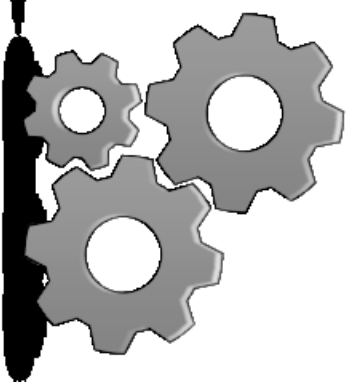


Simple questions
to improve self-reflection:

WHAT I (REALLY) **WANT** (JUST NOW) **?**

WHAT I (REALLY) **NEED** (JUST NOW) **?**

S-E-T / I-S / B-E-S-T



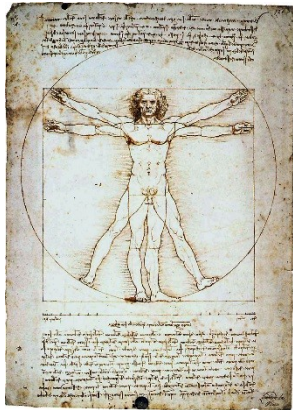
Thoughts

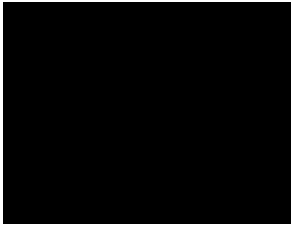
Spiritual
Meaningful

Intuition

Soma

Emotions





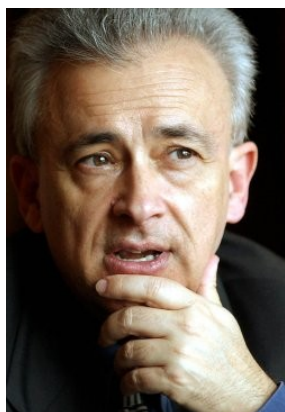
Simple questions to improve self-reflection:

WHAT I (REALLY) **WANT** (JUST NOW) **?**

WHAT I (REALLY) **NEED** (JUST NOW) **?**

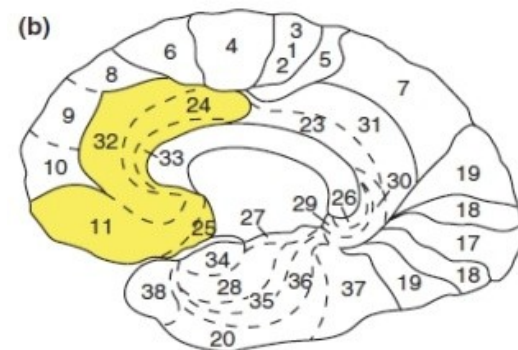
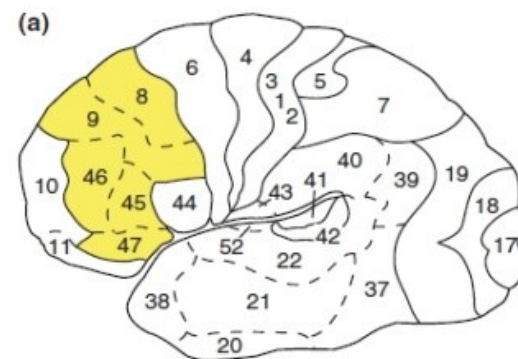


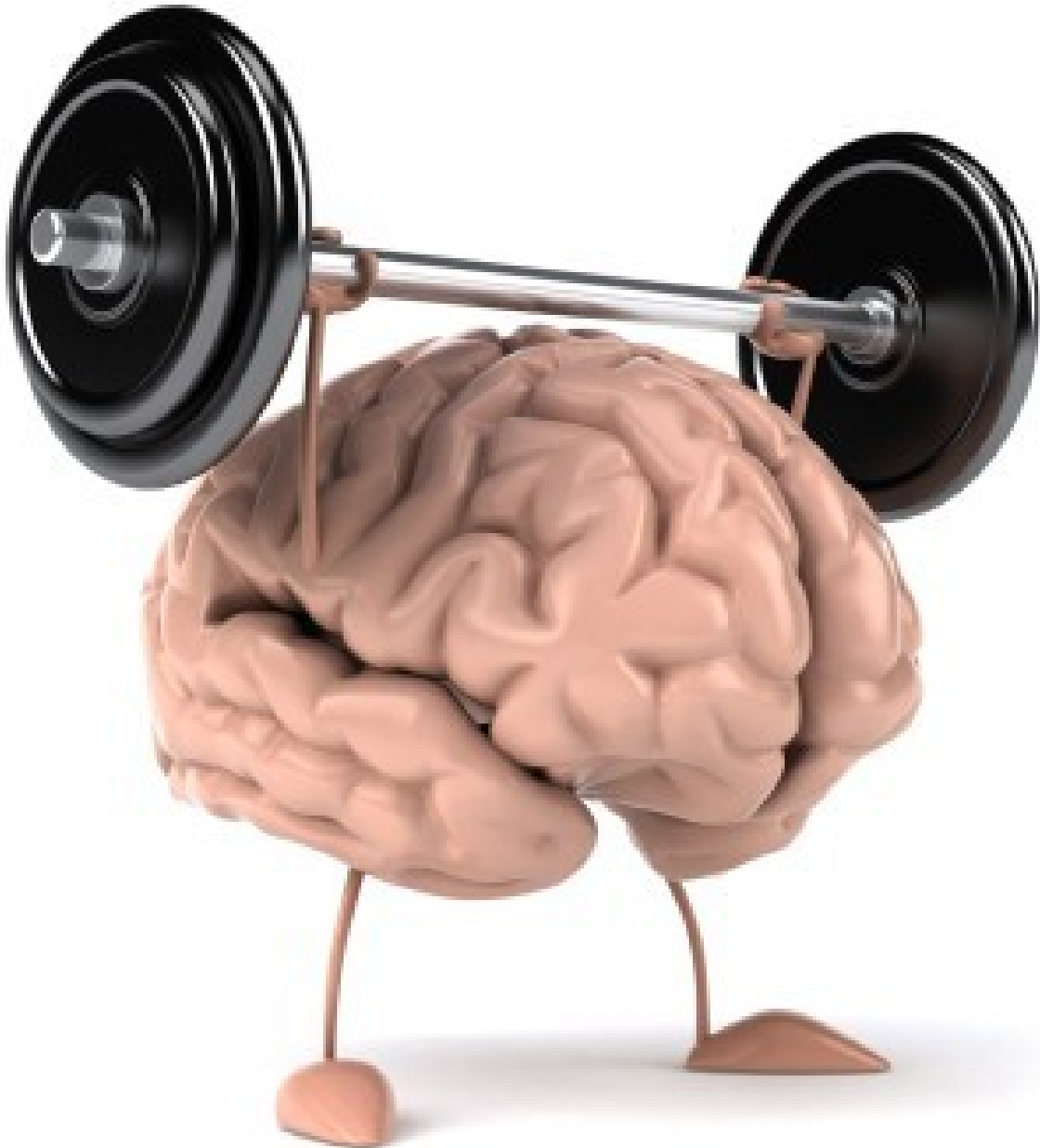
INTUITION in neuropsychology



António Damasio

Somatic markers







PSYCHOSOMATICS

basic information, principals, sources, links

short version



HISTORICAL OVERVIEW

population of indigenous nations





Psychosomatic Medicine: History

- ▶ Not very informative:

“As old as medicine”, “since antiquity”

- ▶ More informative:

“counter reformation” against natural science preponderance in late 19th century medicine

- ▶ But:

two very different forms of “counter reformation” at the beginning of 20th century



HISTORICAL OVERVIEW



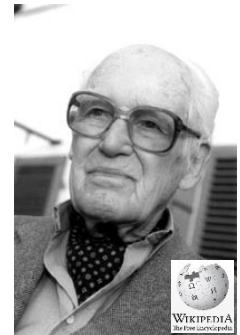
Sigmund Freud



Franz Alexander



Thure von Uexküll

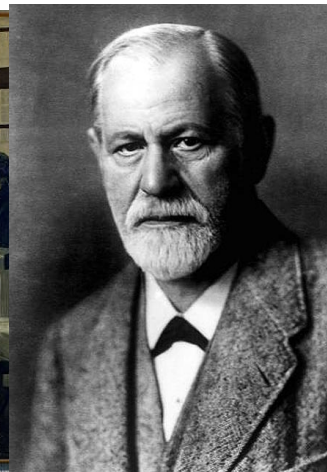


Psychosomatic Medicine
(journal)



Psychosomatic Medicine: History

- ▶ Psychogenetic tradition (Psychoanalysis!)
- ▶ ▶ body as theatre of the soul (“puzzling leap” – “conversion”)





Psychosomatic Medicine: History

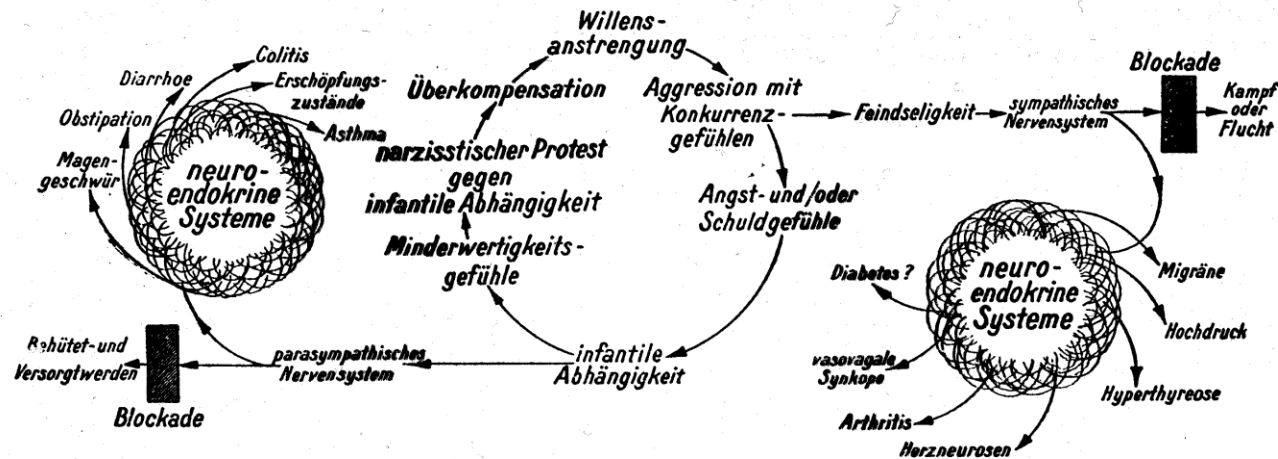
▶ Psychogenetic tradition

- ▶▶ e.g. **Franz Alexander**: Psychosomatic Medicine ("The medical value of psychoanalysis"); corrective emotional experience



1891-1964

Abb. 1. Schematische Darstellung des Spezifitätsbegriffs bei der Ätiologie von vegetativen Funktionsstörungen.



Das Schema zeigt die beiden Arten von vegetativen Reaktionen auf emotionale Zustände. Auf der rechten Seite sind diejenigen Zustände dargestellt, die sich entwickeln können, wenn die Abfuhr feindseliger aggressiver Antriebe (Kampf oder Flucht) blockiert und im Oberflächenverhalten vermisst wird; auf der linken Seite erscheinen diejenigen Zustände, die sich entwickeln, wenn die abhängigen hilfesuchenden Strebungen blockiert sind.



Psychosomatic Medicine: History

▶ Psychogenetic tradition

- ▶▶ **problem:** dualistic approach, less acceptable to patients (“either-or”)
“Medicine for bodies without souls and for souls without bodies”

- ▶▶ **advantage:** - clear (psycho-)therapeutic strategies,
- takes part in development of (psychodynamic) psychotherapies since Freud (insight, new emotional experiences, re-structuring of personality)
- conceptual basis for psychosomatic specialists and departments



Psychosomatic Medicine: History

- ▶ Integrative (“holistic”) approach
 - ▶▶ from Internal Medicine/ Neurology, with background in biology
 - ▶▶ organism (body and soul) in its interaction with the environment



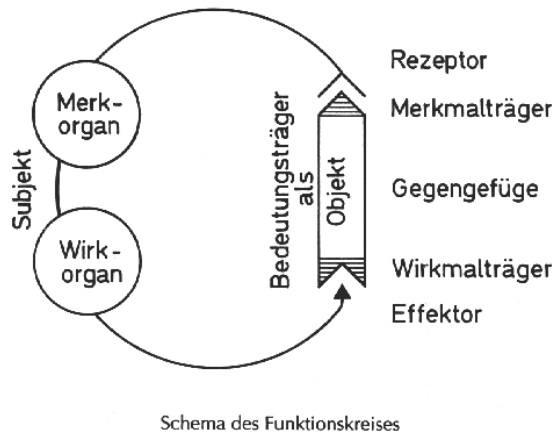
Psychosomatic Medicine: History

- ▶ **Biology: Jakob von Uexküll**
"Strolls through the environment of animals and humans"

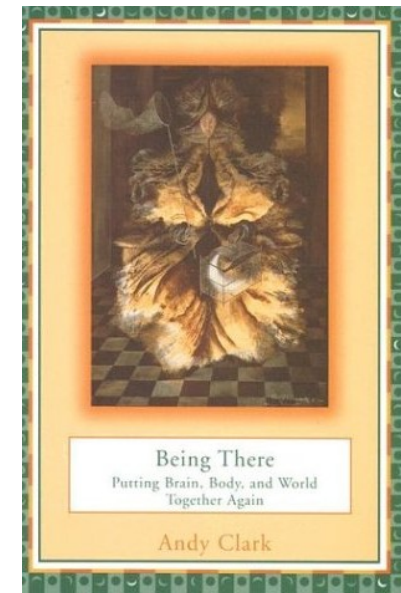


1864-1944

- ▶ "relational" instead of "atomistic" approach
- ▶ meaning of environment for the organism



Jakob von Uexküll 1910



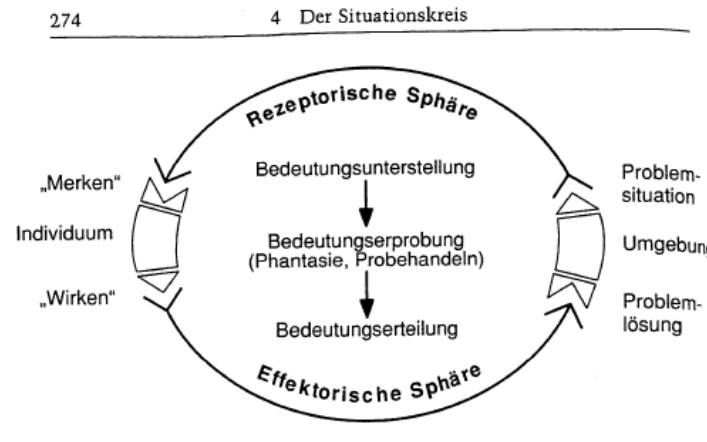


Psychosomatic Medicine: History



1908 - 2004

► Psychosomatic Medicine: **Thure von Uexküll**



Thure von Uexküll 1950-70s



Psychosomatic Medicine today: disorders

- ▶ Primarily concerned with those **bodily distress disorders** which are amenable to psychotherapy
 - ▶▶ somatoform disorders/ functional somatic syndromes
 - ▶▶ somato-psychic disorders including psycho-oncology, psycho-cardiology
 - ▶▶ eating disorders
 - ▶▶ post-traumatic disorders

- ▶ **Overlap with psychiatry** concerning
 - ▶▶ Depressive/ anxiety disorders
 - ▶▶ Personality disorders (e.g. Borderline)



Psychosomatic Medicine today: aspects of aetiological models

- ▶ Disposition – Trigger - Maintenance
- ▶ **Developmental**, i.e. early relationship experiences influence attachment patterns and stress resilience (epigenetics)
- ▶ Symptoms as consequence of developmental deficit and of functional/ intentional adaptation
- ▶ **Interpersonal context** highly relevant for symptom manifestation and maintenance



Psychosomatic Medicine today: clinical methods as applied here

- ▶ **Disorder-oriented psychotherapy** on psychodynamic basis
 - ▶▶ (bodily) symptom patterns in affective – relational context
 - ▶▶ explanatory model
 - ▶▶ personality factors
(structural deficits/ mentalization, conflicts, resources)

- ▶ **Multi-modal therapy** (day clinic/ in-patients)
 - ▶▶ psychotherapy – single and group
 - ▶▶ body psychotherapy/ physiotherapy
 - ▶▶ art therapy
 - ▶▶ somatic diagnostics and therapy incl. psychopharmacology

- ▶ **Consil-Liaison-Psychosomatics**
 - ▶▶ diagnostics, psychoeducation, counseling, team supervision

Functional Somatic Syndromes

Gastroenterology	Irritable Bowel Syndrome Functional dyspepsia
Cardiology	Atypical chest pain
Neurology	Common Headache Chronic fatigue syndrome
Rheumatology	Fibromyalgia Complex regional pain syndromes (Reflex sympathetic dystrophy)
Gynaecology	Chronic pelvic pain
Orthopaedics	Chronic back pain

Sidelights: Germ layer

The **ectoderm** generates the outer layer of the embryo, and it forms from the embryo's [epiblast](#). The [ectoderm](#) develops into the surface ectoderm, neural crest, and the neural tube.

The surface ectoderm develops

into: [epidermis](#), [hair](#), [nails](#), [lens of the eye](#), [sebaceous glands](#), [cornea](#), [tooth enamel](#), the epithelium of the mouth and nose.

The neural crest of the ectoderm develops into: [peripheral nervous system](#), [adrenal medulla](#), [melanocytes](#), facial cartilage, [dentin](#) of teeth.

The neural tube of the ectoderm develops into: [brain](#), [spinal cord](#), [posterior pituitary](#), [motor neurons](#), [retina](#).

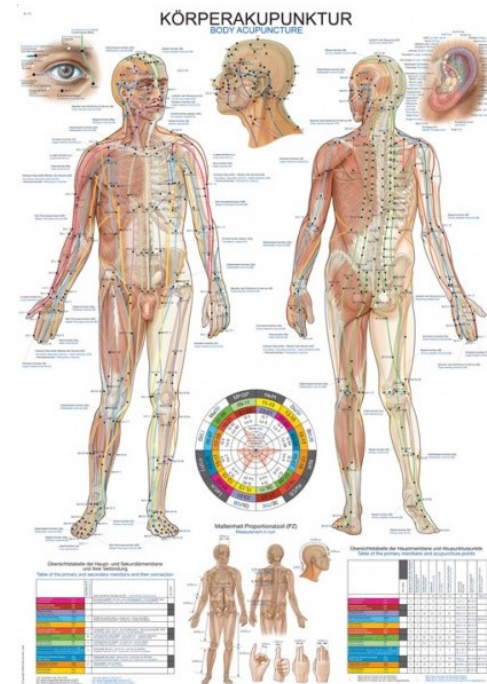
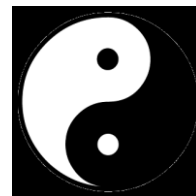
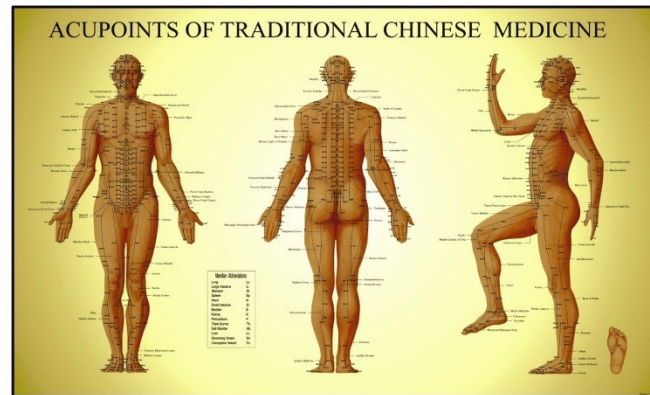
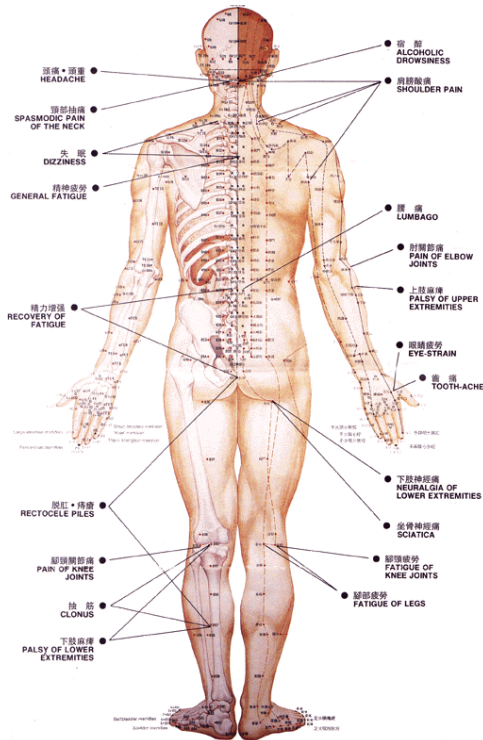


Sidelights: Acupuncture

... is the stimulation of specific [acupuncture points](#) along the skin of the body involving various methods such as penetration by thin needles or the application of heat, pressure, or laser light...

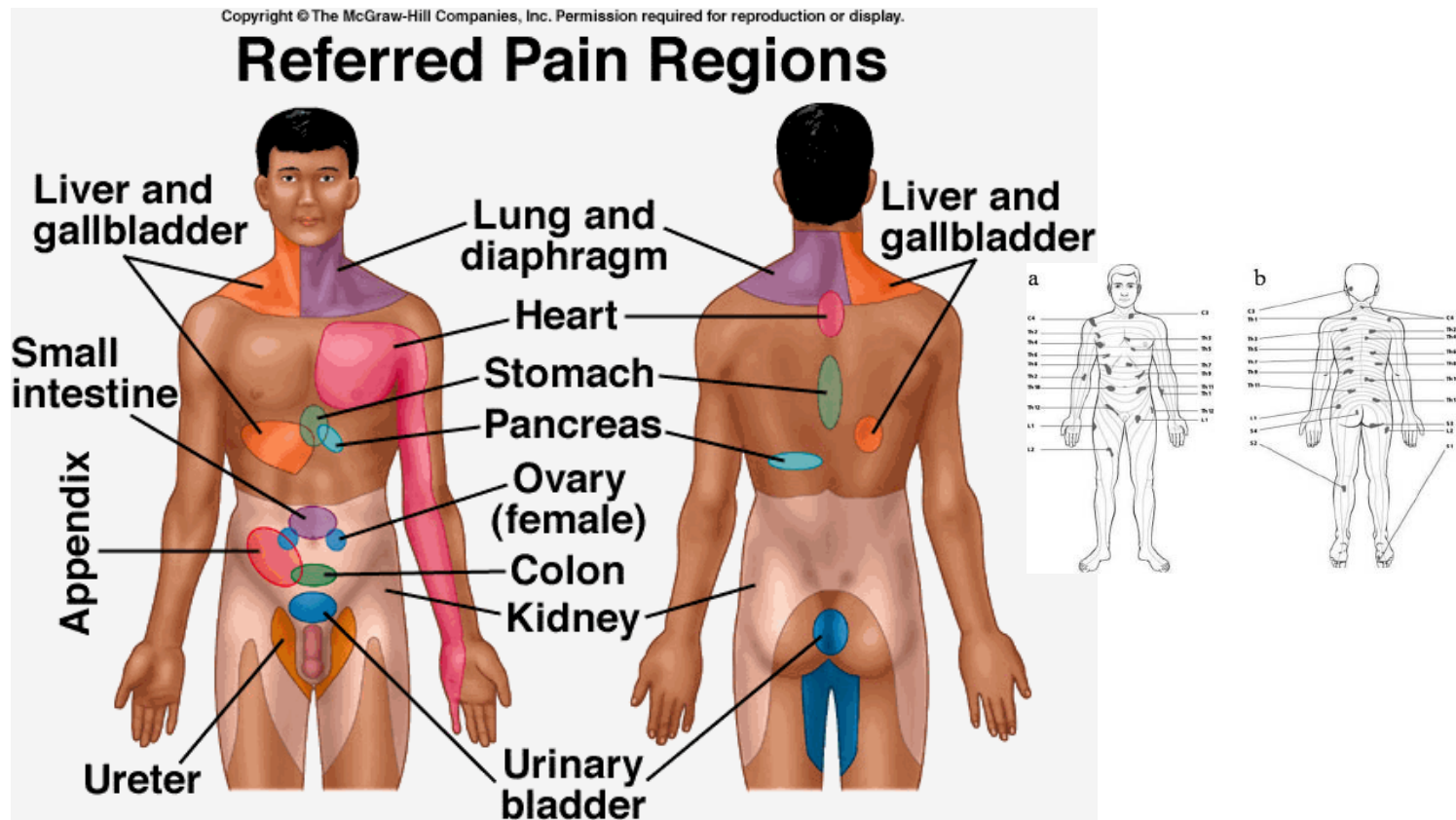


WIKIPEDIA
The Free Encyclopedia



Sidelights: Head's zones

- **Referred pain**, also called **reflective pain**, from visceral organs tends to be expressed on the specific area of body surface, called as Head's zone.
- Sympathetic referred pains of viscera appear on the body trunk.

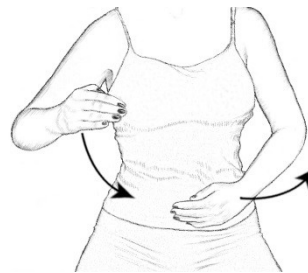


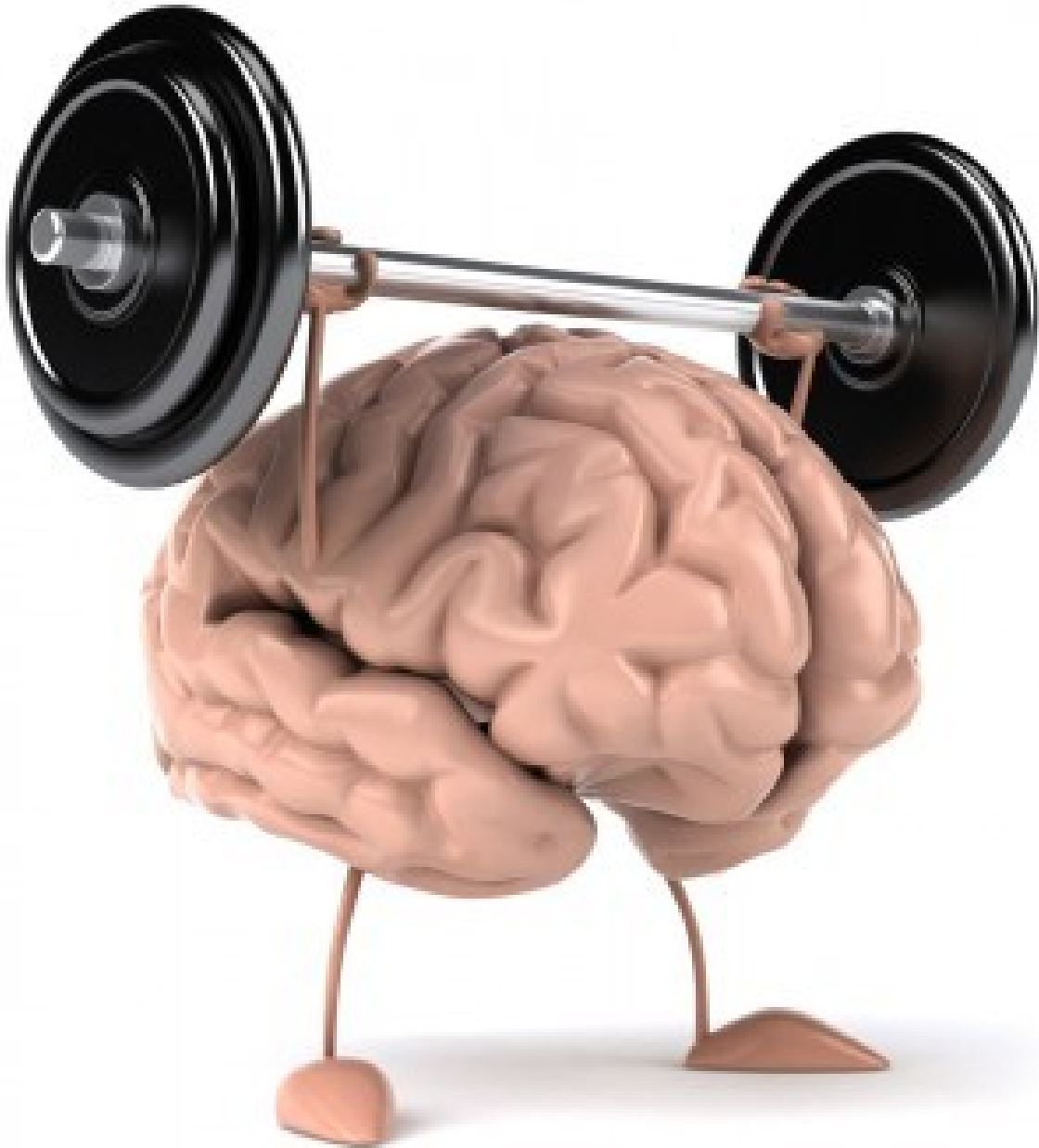
Relaxation/Concentration/Movements

5 Tibetians



Yoga / Cchi-kung / Tai-chi





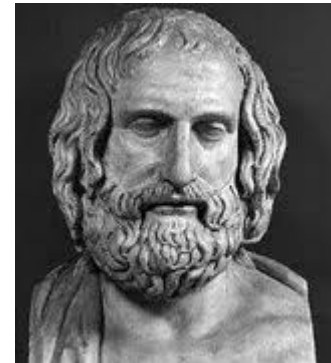
Self-improvement - tips

maximal effect with minimal effort

Man is the measure of all things:

of things which are,
that they are,

and of things which are not,
that they are not.



Prótagorás z Abdér

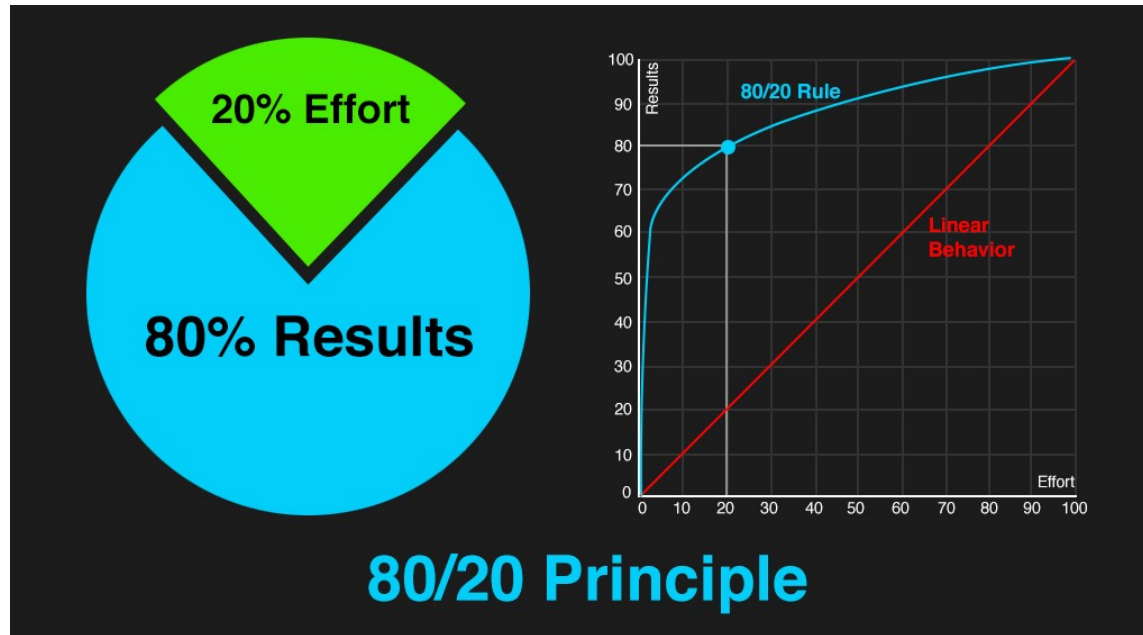
The Pareto principle

also known as the 80/20 rule, the law of the vital few, or the principle of factor sparsity

Joseph M. Juran



(24/12/1904 – 28/2/2008)



Vilfredo Frederico Damaso Pareto
(15/7/1848 – 19/8/1923)



The Four Agreements

(Don Miguel Ruiz)

Be impeccable with your word.

Don't take anything personally.

Don't make assumptions.

Always do your best.



The 7 Habits of Highly Effective People

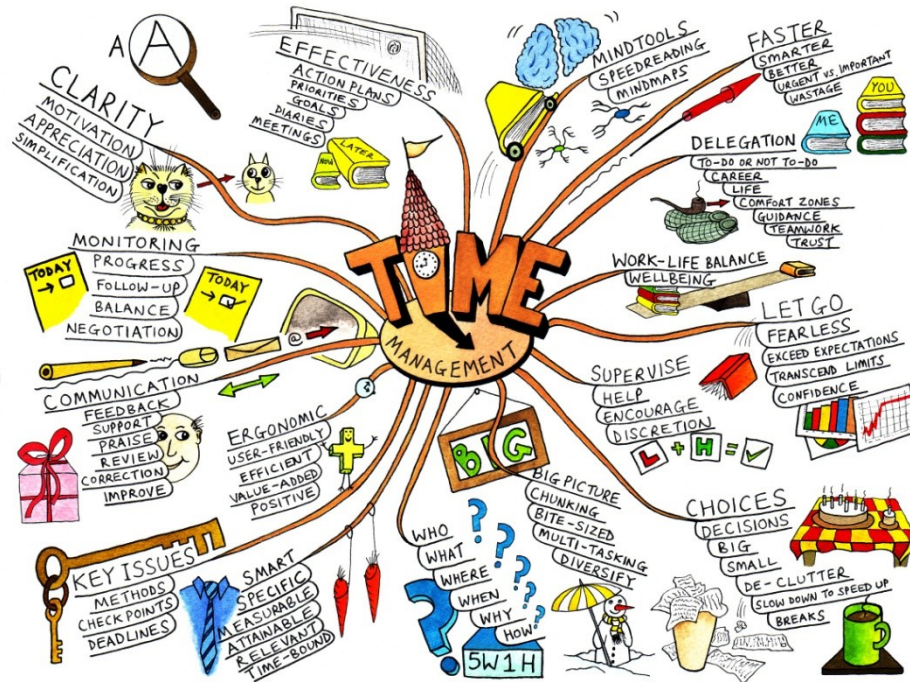
- 1 - Be Proactive
- 2 - Begin with the End in Mind
- 3 - Put First Things First
- 4 - Think Win-Win
- 5 - Seek First to Understand, Then to be Understood
- 6 - Synergize
- 7 - Sharpen the Saw



Stephen R. Covey

Mind-maps

„When the thinking is visible“



Belbin Team Roles

Plant

Resource

Investigator

Co-ordinator

Shaper

Monitor

Evaluator

Teamworker

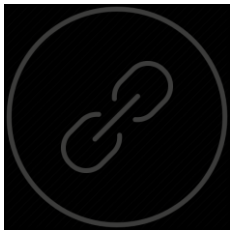
Implementer

Completer

Finisher

Specialist





References

Charts & Pictures & Videos

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McCrae, R. R. (1984). Situational determinants of coping responses: Loss, threat, and challenge. *Journal of Personality and Social Psychology*, 46, 919-928.

Perrez, M., & Reicherts, M. (1992). *Stress, coping, and health*. Seattle/Toronto: Hogrefe & Huber Publishers.

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<http://autumnschoolheidelberg.files.wordpress.com/2011/10/peter-henningsen-powerpoint-presentation-psychosomatic-medicine-an-application-for-embodied-and-embedded-approaches-in-medicine.ppt>



Supplement:

Burnout

The word "Burnout" is written in a large, bold, black serif font. The letters are superimposed on a central graphic of a person's silhouette that is engulfed in flames and smoke, symbolizing the concept of burnout.



PRINCIPLES

TO BURN OUT

CAN ONLY THE ONE

Burnout

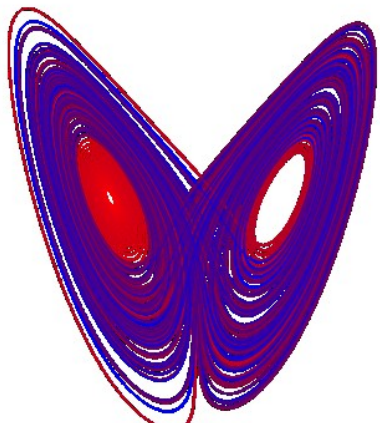


WHO BURNS!



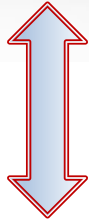


Butterfly Effect





FACTS



Burnout is a type of **psychological stress**. **Occupational burnout** or **job burnout** is characterized by *exhaustion, lack of enthusiasm and motivation, feelings of ineffectiveness*, and also may have the dimension of *frustration or cynicism*, and as a result *reduced efficacy* within the workplace.

The term burnout in psychology was coined by **Herbert Freudenberger** in his **1974 *Staff burnout***, based on his observation of drug addicts he helped who, with blank looks, stared at cigarettes until they burned out.

More recently the term **brownout** has been used in the business world to describe a less serious version of burnout. It refers to staff who are *disengaged and demotivated in their job role*.

Occupational burnout is typically and particularly found within **human service professions**. Professions with high levels of burnout include *social workers, nurses, teachers, lawyers, engineers, medical practitioners, customer service representatives, and police officers*. One reason why burnout is so prevalent within the human services field is due in part to the high-stress work environment and emotional demands of the job.



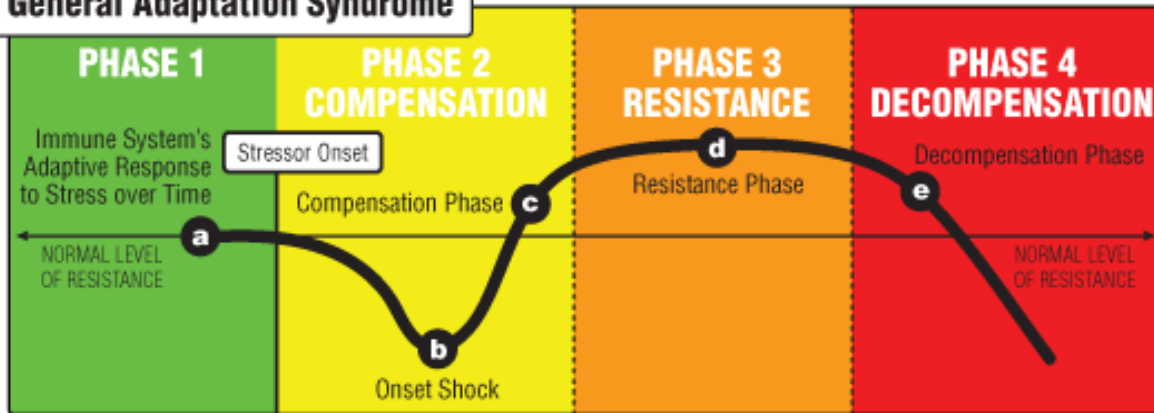
FACTS



12-stage model of burnout developed by psychologists Herbert Freudenberger and Gail North:

- 1.The Compulsion to Prove Oneself:** demonstrating worth obsessively; tends to hit the best employees, those with enthusiasm who accept responsibility readily.
- 2.Working Harder:** an inability to switch off.
- 3.Neglecting Needs:** erratic sleeping, eating disrupted, lack of social interaction.
- 4.Displacement of Conflicts:** problems are dismissed; we may feel threatened, panicky, and jittery.
- 5.Revision of Values:** Values are skewed, friends and family dismissed, hobbies seen as irrelevant. Work is the only focus.
- 6.Denial of Emerging Problems:** intolerance; perceiving collaborators as stupid, lazy, demanding, or undisciplined; social contacts harder; cynicism, aggression; problems are viewed as caused by time pressure and work, not because of life changes.
- 7.Withdrawal:** social life small or nonexistent, need to feel relief from stress, alcohol/drugs.
- 8.Odd Behavioral Changes:** changes in behavior obvious; friends and family concerned.
- 9.Depersonalization:** seeing neither self nor others as valuable, and no longer perceive own needs.
- 10.Inner Emptiness:** feeling empty inside and to overcome this, look for activity such as overeating, sex, alcohol, or drugs; activities are often exaggerated.
- 11.Depression:** feeling lost and unsure, exhausted, future feels bleak and dark.
- 12.Burnout Syndrome:** can include total mental and physical collapse; time for full medical attention.

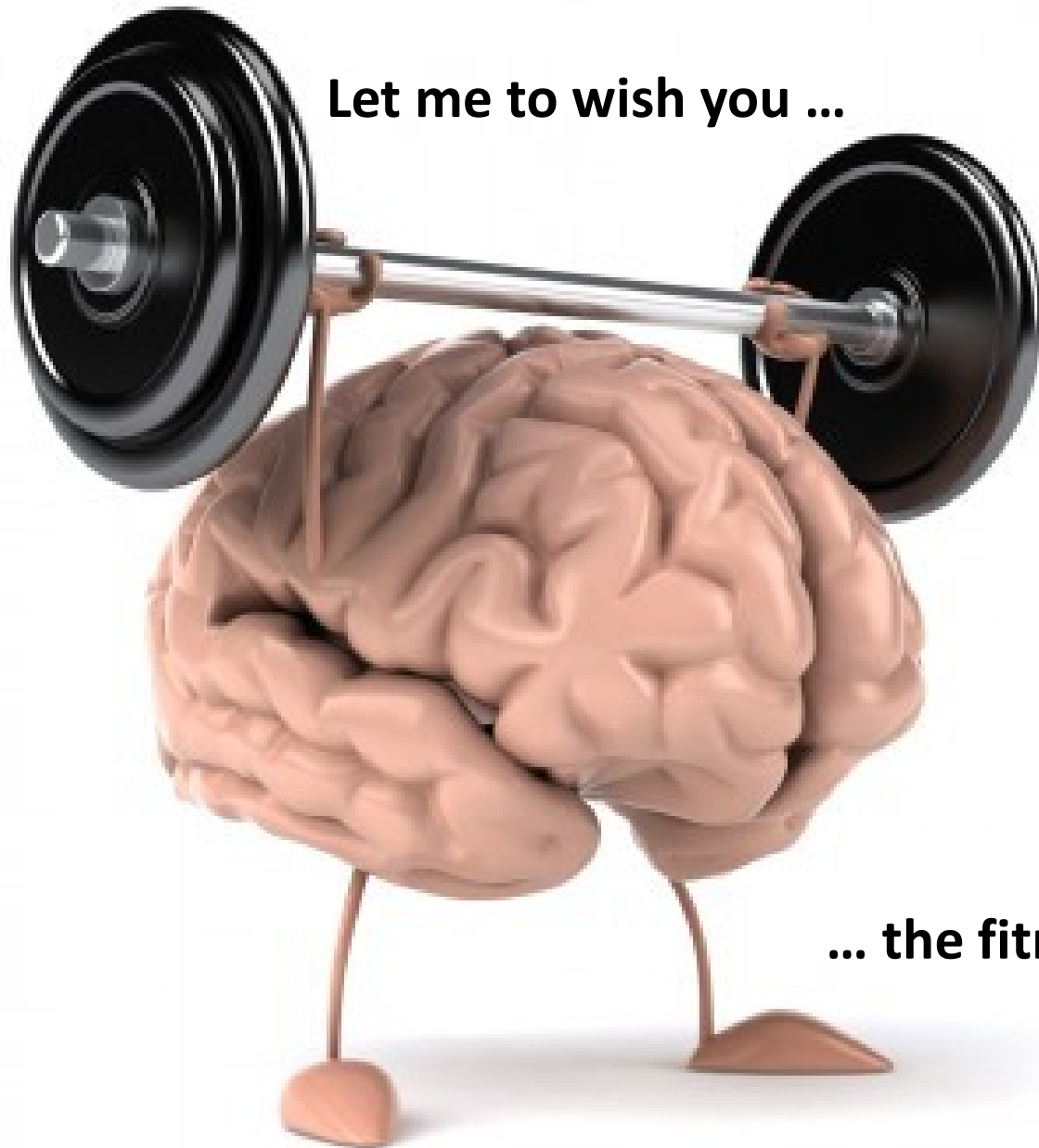
General Adaptation Syndrome



GAS: See above (slide 19)



Let me to wish you ...



... the fitness of the brain ...