



MENTAL WELLNESS
BY
DR. SUSAN GITAU
MANAGING STRESS AND BURN OUT AT
WORKPLACE

PROFILE



University Lecturer - ANU
KCPA Accredited Counselor Supervisor
Counseling Psychologist Consultant
Certified Mediator (MTII), MSC Trainer (USA)
Founder – Susan Gitau Counseling Foundation
Trauma Counseling Expert
Volunteer Counselor/Consultant – Kenya
Defense Forces & Soldiers of Peace
International (SPIA)
Member – East African Standby Force (EASF-
AU, Kenya)
National Awardee (presidential award) –
Mashujaa 2018 (humanitarian service &
academic achievement)



INTRODUCTION



**Burn-Out' Is Now a
Legitimate Syndrome
According to The WHO.
Here Are The Symptoms**
CARLY CASSELLA
29 MAY 2019

Burn Out



Workplace 'burn-out' has become such a serious health issue in the modern age, it's now been reclassified by the World Health Organisation.

Burn Out



WHO characterises burnout:

"feelings of energy depletion or exhaustion; increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and reduced professional efficacy."

Burn Out Scare



Some STUDIES reveal that the profound emotional exhaustion and negativity brought on by burn-out can actually change a worker's brain, making it harder for them to deal with stress in the future.

Burn Out Scare



Neuroimaging research findings have shown similarities between the brains of those who suffer from early-life trauma and those who deal with clinical burn-out in adulthood.

Workplace Burn Out



- **1 out of 6 employees are struggling with mental health (unmanageable stress, anxiety and depression)**
- **1 out of 5 employees that disclosed about their mental health were either sacked or forced out of their job**

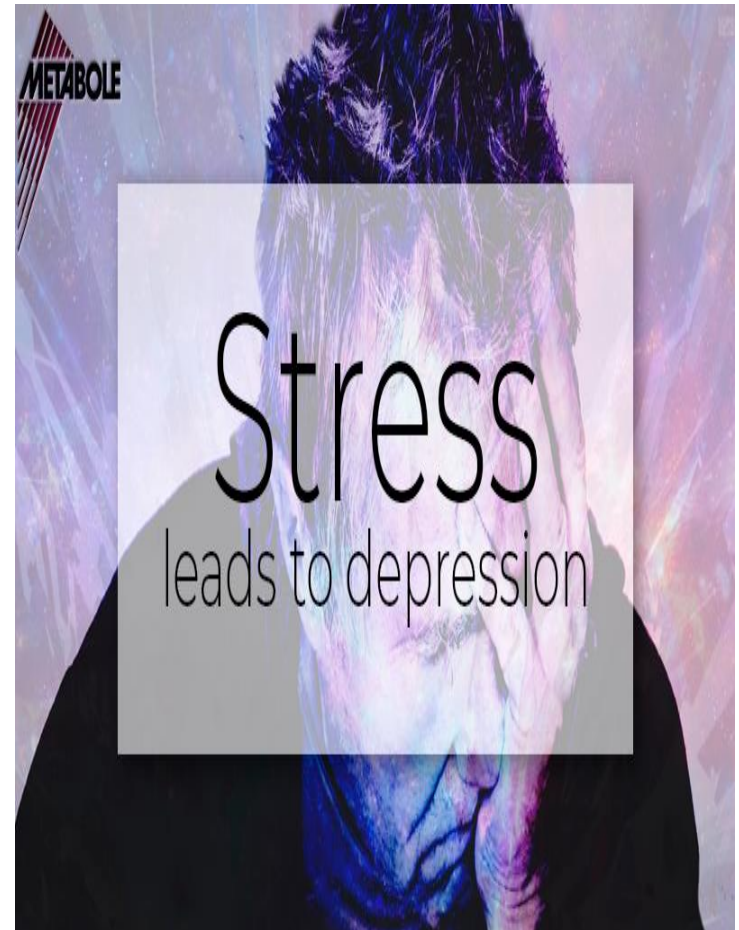


© Can Stock Photo

Workplace Burn Out



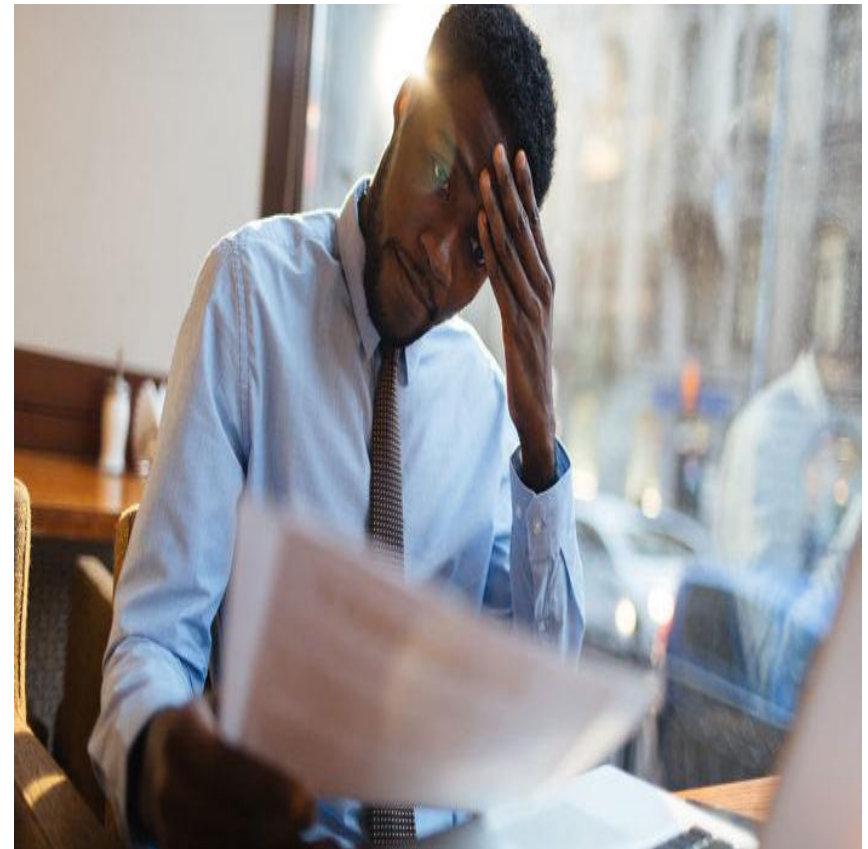
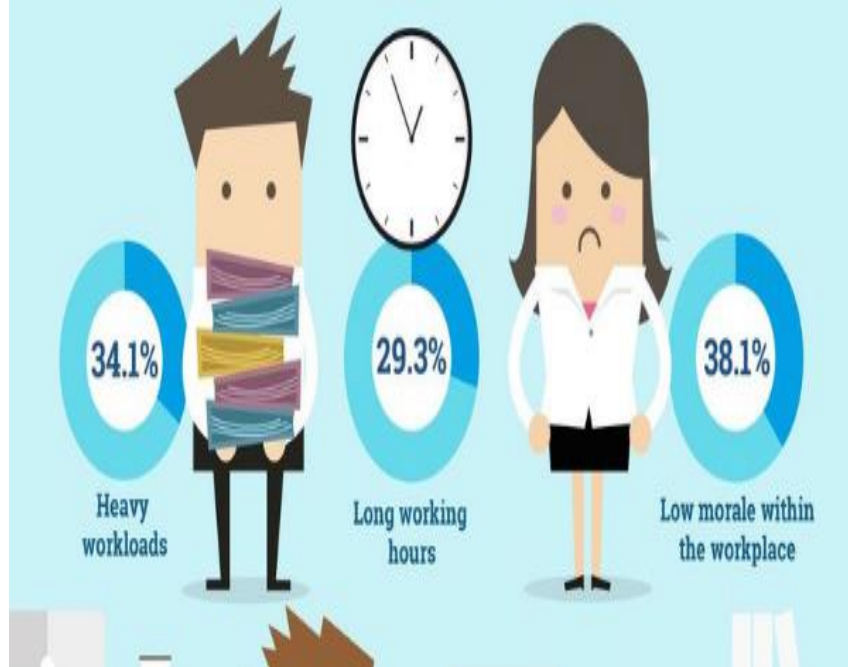
**Continuing to work
without adequate
social support or care
leads to burn-out,
declining functioning
and risk of mental
health problems**



Causes of Burn Out



What causes workplace stress?



Causes of Burn Out



Causes of Burn Out



Causes & Effects



Workplace:

- Heavy responsibilities
- Inadequate resources
- Lack of support (administration, peer, social, spiritual)
- Vicarious trauma
- Ignoring own feelings and needs
- Conflicts
- Unfair treatment of workers i.e. evaluation, promotions, benefits, awards
- Poor communication channels
- Limited participation

• Effects:

- High turn over
- Chronic absenteeism
- Chronic conflicts
- Low performance
- Frequent
- Witch hunting
- Violence
- Criminal activities
- Sabotage
- Poor PR
- Death of core values

Effects of Burn Out



PHYSIOLOGICAL:

- Changes in appetite
- Weight loss or gain
- Decreased immunity
- Sleep disturbance
- Lethargy
- Chronic fatigue
- Pains (physiological or somatic)
- Loss of interest
- Sickness
- immobility

PSYCHOLOGICAL:

- Compulsive worrying
- Inability to solve problems/indecisiveness
- Forgetfulness
- Volatile moods/depression
- Sense of hopelessness
- Anger toward the “system”
- Disillusionment
- Memory problems
- Depression, anxiety
- NEGATIVITY

Effects of Burn Out



SPIRITUAL :

- Loss of faith, trust and hope
- Loss of life's meaning and direction
- Despair Feelings of emptiness
- Meaninglessness
- loss of interest
- Joylessness
- Questioning about life
- Fruitlessness
- Disengagement from faith communities

SOCIAL:

- Withdrawal from friends and colleagues
- Interpersonal conflicts (work and home)
- Self medication
- Alcohol and drug abuse
- Abusive relationships
- Sabotaging co –workers
- Violence
- Left out

SELF CARE



- Nurturing relationships
- Interaction with family/friends
- Talking/laughter/smiling
- Ongoing support group(s)/peer support
- Reflection: journaling, writing, meditating, poetry
- Setting boundaries and limits; assertiveness
- Exercises (physical)
- Meaningful projects
- Self care programs and trainings (MSC)
- Creative activity such as drawing, sculpting, cooking, painting and photography
- Movies, books, music
- Having balanced priorities; use of vacations and breaks from work
- Understanding what stresses you and why, so as to avoid
- Realistic Expectations
- Counseling
- Retreat

EMPLOYER'S SUPPORT



- ✓ Terms of service
- ✓ Work load/scheduling
- ✓ Ongoing support
- ✓ Rest and relaxation breaks
- ✓ Supportive work atmosphere
- ✓ Improved communication channels for all
- ✓ Participatory management
- ✓ Improved EAP
- ✓ Counseling services
- ✓ Comprehensive Health Covers

WORKPLACE COUNSELING

- Enhanced self awareness
- Enhanced relationships
- Conflict resolution
- Enhanced work performance
- Career development
- Improved PR and image
- Healthy stress coping ways
- Enhanced emotional fitness and health
- Enhanced sense of purpose
- Increased innovations

TEAMWORK



SELF KINDNESS



ASANTENI SANA!



KEEP IN TOUCH



- **Mobile: +254 722 367619, +254 0778617469**
- **sgitauc@gmail.com, sgitau@anu.ac.ke**
- **Facebook: Susan Gitau, Dr. Susan Gitau, Cllr Susan Gitau**
- **Skype: Dr. Susan Gitau**
- **U tube: Susan Gitau**
- **Linked in: Dr. Susan Gitau**
- **Twitter: sgcfoundation**