

- * *The pandemic and the world's unusual circumstances have created a "suspended animation."*
- * *This does not foster a sense of being grounded or connected.*
- * *In fact, it makes us feel more disconnected than ever before.*



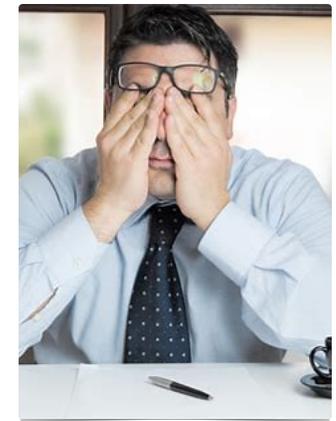
- * *Going to work, socializing with friends, and doing other activities outside the home help us regulate our mental and physical energy as well as give us a sense of time. Now that we're lacking those things, time has lost meaning, which can do a number on focus and productivity.*
- * *Many people have also lost some of their external motivators, like a job and income, and have had trouble getting either back, which, aside from knocking down self-worth, can erase the impulse to get things done.*



“When we are caught up with fear or anxiety of what tomorrow will bring, motivation to do things that aren't directly related to safety or security goes out the window.”

What is emotional exhaustion?

- * *Emotional exhaustion is the state of feeling emotionally drained or emotionally tired because of stress build-up.*
- * *It is difficult to be motivated for anything or anyone.*



CAN STRESS MAKE YOU TIRED?

- * The short answer is a resounding “YES!”
- * We all experience stress, but when stress is too high, we lose our sense of control and our energy.
- * When that happens, our emergency response system triggers an adrenaline rush. Our natural mood-stabilizing hormone, serotonin, gets used up or starts running low.
- * Now, on top of dealing with stress, you’re also dealing with adrenaline side effects which may include a racing heart, sweating, or rapid breathing.
- * If you’re feeling drained and don’t think you can’t bounce back naturally, you may be experiencing emotional exhaustion.



WHAT CAUSES EMOTIONAL EXHAUSTION?

- * Lack of social support - Not having anyone to turn to during times of immense stress can lead to loneliness, hopelessness, and emotional exhaustion.
- * Thoughts, feelings, and behaviors - Poorly regulated thoughts, feelings, and behaviors can increase stress and cause a poor emotional response.
- * Being a caregiver - Caregiving can be a lonely uphill journey that demands patience, time, and self-sacrifice. Caregivers who sacrifice too much of their needs while caring for others can experience emotional and mental exhaustion.

WHAT CAUSES EMOTIONAL EXHAUSTION?

- * Low job satisfaction - Feeling unhappy at work (due to a lack of meaningful projects or recognition) can create chronic stress. It can also cause a feeling of lack of purpose, and emotional exhaustion.
- * Relationship struggles - Relationship difficulties such as a divorce or parting ways with a friend can reduce social support and increase stress. Co-parenting can also contribute to the feeling of mental fatigue.
- * Lack of control - Believing that you don’t have control over your life, or struggling to balance self-care with life’s demands, can make you feel overwhelmed. This ultimately can lead to emotional burnout.

WHAT CAUSES EMOTIONAL EXHAUSTION?

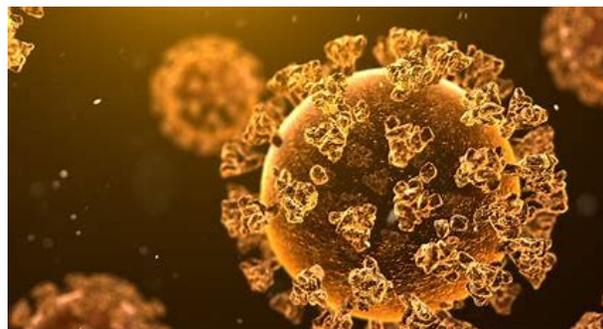
- * Grief after losing a loved one - Losing a loved one can make you feel a variety of emotions, such as sadness, anger, or loneliness. If grief turns into what doctors call “complicated grief,” you may experience depression, self-blame, and chronic stress.
- * Living with a chronic illness - When you’re in chronic pain or living with an illness or disease, you may feel isolated, hopeless, and stressed out.

WHAT CAUSES EMOTIONAL EXHAUSTION?

- * Working too many hours - Working too many hours can lead to chronic stress, depression, and an increase in the hormone cortisol. Ultimately, this can increase your risk for cancer, stroke, and diabetes.
- * Raising children - Parents have to navigate difficult challenges, like not getting enough sleep, being on call 24/7, and not having enough downtime. These high demands can cause physical, mental, and emotional exhaustion.

WHAT CAUSES EMOTIONAL EXHAUSTION?

COVID/PANDEMIC



SYMPTOMS OF EMOTIONAL EXHAUSTION

- Physical Symptoms
 - ✓ Headaches
 - ✓ Weight gain or loss
 - ✓ Lack of appetite
 - ✓ Fatigue
 - ✓ Heart palpitations
 - ✓ Sore muscles/muscle tension
 - ✓ Changes in appetite



SYMPTOMS OF EMOTIONAL EXHAUSTION



- Mental Symptoms
 - ✓ Forgetfulness
 - ✓ Confusion
 - ✓ Memory loss
 - ✓ Difficulty concentrating
 - ✓ Lack of imagination
 - ✓ Feeling mentally exhausted

SYMPTOMS OF EMOTIONAL EXHAUSTION

- Emotional Symptoms
 - ✓ Pessimism
 - ✓ Apathy
 - ✓ Hopelessness
 - ✓ Anger or irritability
 - ✓ Lack of motivation
 - ✓ Anxiety and/or depression
 - ✓ Feelings of failure
 - ✓ Feeling drained



SYMPTOMS OF EMOTIONAL EXHAUSTION

- Performance Symptoms
 - ✓ Low engagement rate
 - ✓ Excessive absences
 - ✓ Poor work performance
 - ✓ Low productivity
 - ✓ Failure to meet deadlines
 - ✓ Low commitment to their job
 - ✓ Poor attitude



SYMPTOMS OF EMOTIONAL EXHAUSTION

- Effects on sleep
 - ✓ Difficulty falling asleep
 - ✓ Oversleeping
 - ✓ Difficulty staying asleep
 - ✓ Dreading getting out of bed



SYMPTOMS OF EMOTIONAL EXHAUSTION



- Effects on relationships
 - ✓ Unable to connect with others
 - ✓ Low self-esteem
 - ✓ Social withdrawal
 - ✓ Lack of enthusiasm
 - ✓ Social anxiety

TAKING CARE OF YOU!

- Take care of your physical, mental, and emotional health by making healthy lifestyle choices.
 - ✓ Create healthy routines (morning, afternoon, evening...)
 - ✓ Take time off from work (this is a really hard one right now...)
 - ✓ Aim for work/life balance
 - ✓ Take care of your mental and emotional healthy
 - ✓ Consult a professional

16 WAYS TO CALM YOURSELF

1. Walk: Walking helps clear your mind. It offers you a different perspective.
2. Indulge: Take a day off to spend a whole day doing exactly what you want.
3. Be generous: Give something to a total stranger. Acts of giving make us feel warm and fuzzy inside.
4. Sit in a coffee shop or a busy street and soak up your surroundings. You don't have to talk to people.

16 WAYS TO CALM YOURSELF

5. Educate yourself: research what it is you are experiencing. Arm yourself with knowledge and the resources to tackle the problems head-on.
6. Preparation: Write the day's to-do list the evening before.
7. Strengths: Write down a list of 20 of your strengths.
8. Keep going forward: Keep taking small steps, no matter what. Being stagnant doesn't serve you.

16 WAYS TO CALM YOURSELF

9. Re-visit an old hobby: If you don't have one, create one.
10. Prioritize: Decide what's important right now. Say no to extra obligations.
11. Sleep: Get enough rest. Sleep 7-9 hours each night.
12. Be silly: Do something that you did as a child. Don't take life too seriously.

16 WAYS TO CALM YOURSELF

13. Cry: Release all that emotion. You will feel better.
14. Check your self-talk. Negative self-talk does not serve you.
15. Journal: Develop a habit of journaling. This will help free your mind.
16. Remind yourself that life is a journey. Remember that what you are going through is temporary. It will pass.

MAKE STRESS WORK FOR YOU

- Let's consider a non-athlete who decides to run a half marathon.
- They contact a trainer and create a multi month training plan designed for their body and lifestyle.
- Everyday includes a little bit more running and strength training. (At times it can be absolutely miserable!)
- But when it gets to race day, the challenge is not as "impossible" as it once felt. Their muscles are literally ready to handle the strain and demands placed upon them because they have been building for this precise moment.



- Dennis McIntee

MAKE STRESS WORK FOR YOU

- Believe it or not, our brains work the same way.
- Our brains are heavily influenced by our ability to reposition our mindset and imagine a different perspective than the one our senses are taking in.
- When examining this mindset shift, we can see daily stressors as strength-building exercises helping our brains build up their proverbial muscle.
- The key is to think of stress as a certain energy ... it can be guided positively or negatively like any kind of energy.



- Dennis McIntee

MAKE STRESS WORK FOR YOU



- When you are stressed, ask what this situation is now making possible.
 - ✓ In doing so, you are sending positive energy toward something that can so quickly turn negative.
 - ✓ This mindset shift is powerful!

- Dennis McIntee

MAKE STRESS WORK FOR YOU

- Evaluate the expectations you have of yourself.
 - ✓ Are they too high and causing undue stress?
 - ✓ You can always readjust your expectations and establish new goals - all up to you!

- Dennis McIntee



MAKE STRESS WORK FOR YOU

- Take care of your body and mind in seasons of stress.
 - ✓ Exercise, eat well, and sleep well.
 - ✓ There is no better antidote.



- Dennis McIntee

MAKE STRESS WORK FOR YOU

- View times of stress as a series of sprints versus a marathon.
 - ✓ After concentrated times of focus or hard work, physically step away and get fresh air before you start the next sprint, or give yourself reward. Celebrate that “time out.”



- Dennis McIntee

ACT AS IF YOU FEEL MOTIVATED

- You may be able to trick yourself into feeling motivated by changing your behavior. Act as if you felt motivated, and your actions may change your emotions.
- For example, rather than sit on the couch in your pajamas all day waiting for motivation to strike, get dressed and get moving. You might find that taking action will increase your motivation, which makes it easier to keep going.
- So ask yourself, “What would I be doing right now if I felt motivated?” Consider what you’d be wearing, how you’d be thinking, and what actions you’d be taking. Then, do these things, and see if your motivation level increases.

ARGUE THE OPPOSITE

- When you’re struggling with motivation, you’ll likely come up with a long list of reasons why you shouldn’t take any action. You might think, “It’ll be too hard,” or, “I’ll never get it done anyway.” These types of thoughts will keep you stuck.
- Try arguing the opposite. When you think you’re going to fail, argue all the reasons why you might succeed. Or when you think you can’t finish a job, list all the evidence that shows you’ll be able to complete the task.
- Arguing the opposite can help you see both ends of the spectrum. It can also remind you that an overly pessimistic outcome isn’t completely accurate. There’s a chance that things might work out better than you expect. And you might find that developing a more balanced outlook will help you feel more motivated to try.
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PRACTICE SELF-COMPASSION

- You might think being hard on yourself is the key to getting motivated. But harsh self-criticism doesn’t work.
- Research shows that self-compassion is actually much more motivating, especially when you are struggling with adversity.
- A 2011 study conducted by researchers at the University of California found that self-compassion increases the motivation to recover from failure.
- Individuals reported greater motivation to change their weaknesses when they practiced self-acceptance (a key component of self-compassion).

PRACTICE SELF-COMPASSION

- Self-compassion may also improve mental health (which can increase motivation). A 2012 study published in *Clinical Psychology Review* discovered that self-compassion decreases psychological distress, reduces the symptoms of anxiety and depression, and reduces the harmful effects of stress.
- So rather than beat yourself up for mistakes or call yourself names, create a kinder inner dialogue. This doesn’t mean you need to repeat exaggeratedly positive affirmations like, “I’m the best person in the world,” however.

PRACTICE SELF-COMPASSION

- Healthy self-compassion balances self-acceptance with self-improvement. Acknowledge your flaws, mistakes, and failures with honesty. But don't indulge in a pity party.
- Speak to yourself like a trusted friend. Ask yourself, "What would I say to a friend who had this problem?" You'd likely be much kinder to someone else than you are toward yourself. So start treating yourself like a good friend.
- Additionally, coach yourself in a helpful manner. Practice using self-talk that encourages you and helps you recover from setbacks.

USE THE 10-MINUTE RULE

- When you dread doing something—like walking on the treadmill for three miles—you'll lack motivation to do it. You can reduce your feelings of dread, however, by proving to yourself that the task isn't as bad as you think or that you have the strength to tolerate it better than you envision.
- The 10-minute rule can help you get started. Give yourself permission to quit a task after 10 minutes. When you reach the 10-minute mark, ask yourself if you want to keep going or quit. You'll likely find that you have enough motivation to keep going.
- So whether you lack motivation to start working on a boring report, or you can't seem to get yourself off the couch to start a to-do list, use the 10-minute rule to motivate yourself to take action. Getting started on a task is usually the hardest part. Once you get going, however, it's much easier to keep going.

GO FOR A WALK IN NATURE

- Fresh air, a change of scenery, and a little exercise can do wonders for your motivation. Walking in nature—as opposed to a busy urban street—can be especially beneficial.
- One study found that walking half a mile through a park reduces brain fatigue.
- Being in nature offers a calming effect that rejuvenates the brain—which can help motivate you to tackle a tough task.

PAIR A DREADED TASK WITH SOMETHING YOU ENJOY

- Your emotions play a major role in your motivation level. If you're sad, bored, lonely, or anxious, your desire to tackle a tough challenge or complete a tedious task will suffer.
- Boost your mood by adding a little fun to something you're not motivated to do. You'll feel happier and you might even look forward to doing the task when it's regularly paired with something fun.

PAIR A DREADED TASK WITH SOMETHING YOU ENJOY

- Some examples...
 - ✓ Listen to music while you run.
 - ✓ Call a friend, and talk while you're cleaning the house.
 - ✓ Light a scented candle while you're working on your computer.
 - ✓ Rent a luxury vehicle when you travel for business.
 - ✓ Invite a friend to run errands with you.
 - ✓ Turn on your favorite show while you're folding laundry.
 - ✓ Just make sure that your fun doesn't impair your performance. For example, watching TV while writing a paper might distract you and slow you down even more. Or talking to a friend while you're cleaning the house might be so distracting that you can't pay attention to what you're doing.

MANAGE YOUR "TO-DO" LIST

- It's tough to feel motivated when your to-do list is overwhelming. If you feel like there's no hope in getting everything done, you might not try to do anything.
- Keep in mind that most people underestimate how long something will take them. And when they don't get it done on time, they might view themselves as lazy or inefficient. This can backfire by causing them to lose motivation—which makes it even harder to get more things done.

MANAGE YOUR "TO-DO" LIST

- Take a look at your to-do list, and determine if it's too long. If so, get rid of tasks that aren't essential.
- See if other tasks can be moved to a different day. Prioritize the most important things on the list, and move those to the top.
- You might find a slight change in your to-do list—or the way you view your to-do list—will help you to see your tasks as more manageable. As a result, you might feel more motivated to get to work.

PRACTICE SELF-CARE

- You'll struggle with motivation as long as you aren't caring for yourself. Sleep-deprivation, a poor diet, and lack of leisure time are just a few things that can make trudging through the day more difficult than ever.
 - ✓ Exercise regularly.
 - ✓ Get plenty of sleep.
 - ✓ Drink water, and eat a healthy diet.
 - ✓ Make time for leisure and fun.
 - ✓ Use healthy coping skills to deal with stress.
 - ✓ Avoid unhealthy habits, like binge eating and drinking too much alcohol.

REWARD YOURSELF FOR WORKING

- Create a small reward for yourself that you can earn for your hard work.
- You might find focusing on the reward helps you stay motivated to reach your goals.
- Consider whether you are likely to be more motivated by smaller, more frequent rewards or a bigger reward for a complete job. You may want to experiment with a few different strategies until you discover an approach that works best for you.
- Make sure your rewards don't sabotage your efforts, however. Rewarding your hard work at the gym with a sugary treat might be counterproductive. And counterproductive bad habits will decrease your motivation in the long term.

SEEK PROFESSIONAL HELP

- If your motivation continues to remain low seek professional help. You may also want to seek help if your lack of motivation is affecting your daily functioning. For example, if you aren't able to go to work, your performance at work is suffering, or if you can't get motivated to leave the house, this could be a sign of something more serious.
- Schedule an appointment with your physician. Your doctor may want to rule out physical health conditions that may be affecting your energy or mood.
- Your doctor may also refer you to a mental health professional to determine if your lack of motivation might be related to a mental illness, like depression. If so, treatment may include therapy, medication, or a combination of both.

LET'S LOOK AT IT FROM A PERSONAL PERSPECTIVE

- What made you choose this field/profession?
- Does the reason you chose the field still hold true for you today?
- Why did/do you continue to show up for work every day during the pandemic?
- How can we turn these reasons into new motivation to go forward?

HELPFUL HINTS

Just
get
started!



HELPFUL HINTS

Commit
publicly



HELPFUL HINTS

Change
up your
location



HELPFUL HINTS

Listen to “pump-up” music.

- Music motivates us. Think about it: Why do people listen to music when they go to the gym? Because it gives us energy.
- We don't just have an emotional reaction when we listen to music; we also have a physical reaction.
- Music engages our bodies' sympathetic nervous systems. Our airway opens, our heart accelerates, and our muscles become primed for movement.
- When the speed, intensity, or volume of the music rises, our pulse quickens and our breathing accelerates.
- This is great for physical exercise, of course. But it's also great for reenergizing you when you're feeling tired or bored. Not only will it help refocus you, but studies have shown that music can help draw our attention away from the negative aspects of whatever task we're doing.

HELPFUL HINTS

Talk to a
coworker - just
a quick break.

Or go
somewhere and
give yourself a
pep talk.



HELPFUL HINTS

Eat an
energy-
boosting
snack



HELPFUL HINTS



TIPS FOR MOTIVATION

Create a support network!

Having support on “standby” for when your motivation runs out and you feel overwhelmed will help provide encouragement.

BEGIN YOUR DAY WITH AN “I GET TO” MENTALITY...

Instead of thinking... “I *have* to...,” think “I *get* to...”

- I GET to go to work...
- I GET to have a busy day...
- I GET to buy groceries...
- I GET to see and interact with other people...
- I GET to see my loved ones...
- I GET to help (take care of) others...
- I GET to be needed...
- I GET to be kind...
- I GET to love and be loved...

I GET TO
-VS-
I HAVE TO

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