

Emotional Exhaustion

Fighting the Fatigue

Presented by your Employee Assistance Program (EAP)



Seminar goals

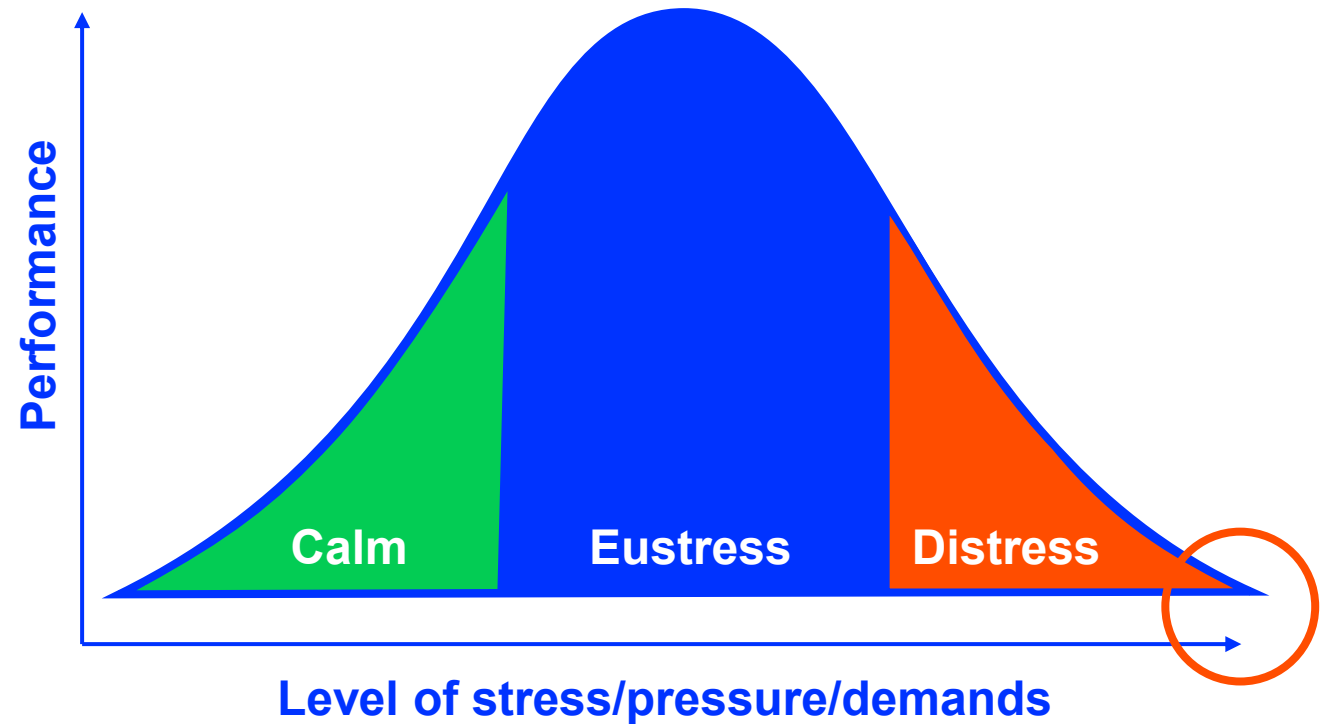
- Understand emotional exhaustion triggers and impact
- Explore mindset shifts to limit emotional drain
- Gain tips for building balance and stability
- Discuss ways to replenish energy and reclaim drive in small steps
- Review the benefits of your Employee Assistance Program (EAP)

What's making you weary?

Climate concerns Caregiving challenges Doomscrolling Student loan debt
Relationship dynamics Rise of AI Health worries Global instability Housing costs
Social/racial injustice Managing childcare Ideological divides
Rising crime Discrimination Loneliness Constant change/uncertainty
Political divides Lack of kindness and compassion Worrying Future unknowns
Meeting day-to-day responsibilities News headlines Shootings Social media
Feeling powerless Growing hostility and incivility Job insecurity
Rollercoaster of current events Financial fears Tired of being tired

Stress and our resources

- Stress is a normal life condition, but it does consume resources, including our focus, energy, and spirit.
- Eustress maximizes our resources; it energizes, motivates, and propels us.
- Pressure that continues, intensifies, or resists resolution drains our resources and can push us past our coping capacity.
- The result can be feelings of weariness described as emotional exhaustion, burnout, empathy fatigue, or languishing.



Signs of emotional fatigue

- Feel stuck, ineffective, stagnant, powerless
- Lack motivation, disengaged, cynical
- Numb, emotionally detached
- Restless, unsettled, searching
- Easily irritated, angered, or overwhelmed
- Physically weary, even after resting
- Seems like the days all blend together
- Trouble concentrating or making decisions
- Difficulty with insomnia or oversleeping
- Relationship friction at home, work, or both
- Turning to unhealthy coping methods



A vicious cycle

Like being stuck in quicksand, feeling worn out makes it harder to do anything to combat the feeling of being worn out.

Fighting the fatigue



Regroup

Shift mindset to reduce drain



Rebalance

Rebuild a stable foundation



Re-spark

Begin reclaiming energy and drive



Bring the pressure down

Give yourself a break

- Limit exposure to biggest stressors
- Adjust your expectations
- Embrace healthy soothers
- Focus on what you can control



See

Examine stressors through a control / no control filter



Set aside

Let go of or “park” concerns you can’t control

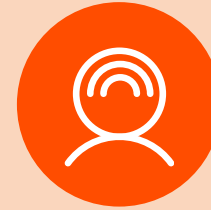
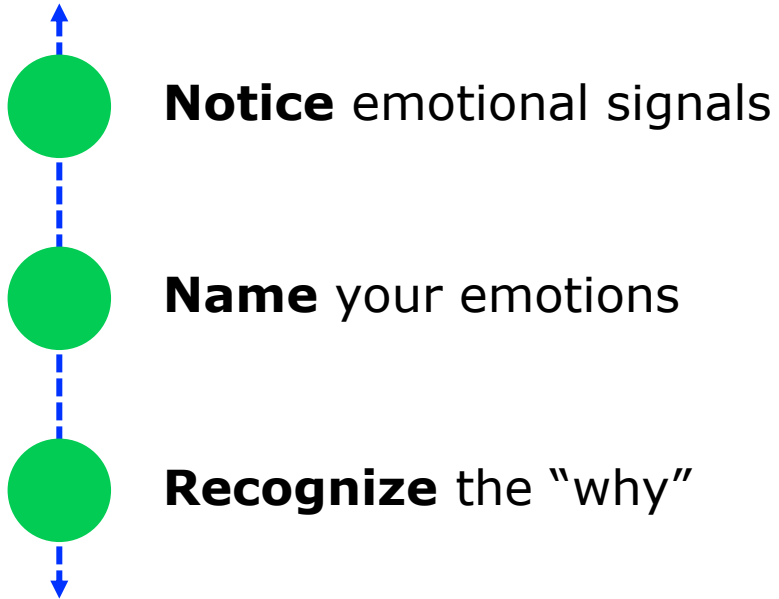


Solve

Take realistic steps to manage those you may be able to affect

Process emotions

Connect the dots



Connecting the dots between challenging emotions and difficult experiences can relieve a “what’s wrong with me?” feeling and validate our emotional responses.

Shift your perspective

Explore your explanatory style

- Practice reframing how you interpret difficulties

Get in habit of adjusting your lens

- Switch from big picture to “here and now” as needed

Let mindfulness be your ally

- Try embracing experiences with acceptance, avoid judging or labeling



Embrace the gift of compassion

It can lift us up and be an antidote to empathy fatigue

- Recognize self/other boundaries
- Employ simple acts of self-compassion
- Use Loving Kindness practice to shift your response



Stabilize: Get centered and grounded

Work from where you are

- Lean into rituals and routines
- Be fierce about self-care
- Prioritize restorative choices



Tap into the power of nature.

Research shows a measurable effect on mood and energy.



(Delagran, n.d.)



Stabilize: Set boundaries, meet needs

Shape a realistic day

- Compartmentalize your to-do list
- Utilize your best time of day
- Build in meaningful breaks



Find your “Goldilocks” space.

Recognize and respond to your personal needs for connection and alone time.



Replenish and re-spark

- **Reflect on your experiences**
to recognize your resilience
- **Lean into tasks that offer mastery**
to trigger a feeling of confidence
- **Introduce appealing novelty**
to spark a sense of possibility
- **Open up to uplifting connections**
to re-up on joy and laughter



Consider some type of volunteer experience.
It can be empowering and renew a sense of purpose, while helping you feel connected to others.

Find the path

What matters?

- What do you have in your life that you love, can lean on, and call out with gratitude?
- What are you lacking, wishing for, and hoping to achieve?

Where do you want to go?

- How do those pieces fit together in a perfect not-so-perfect day?
- What's one small step that can move you closer to that ideal?



Doing today

- Understand that it will take time to reset
- Commit to self-care and small steps
- Trust that you will reclaim your vitality
- Keep professional support in mind

“If you get tired, learn to rest, not to quit.” – Banksy



Benefits of the EAP

- Household benefit, prepaid by your employer
- Confidential, available 24 hours a day, 7 days a week
- Face-to-face or virtual counseling sessions
- Unlimited clinical telephonic support
- Digital platforms with secure text and video sessions
- Home life referrals, such as elder care, child care
- Financial and legal services*

Benefits vary by employer. Please check with your HR representative for your specific EAP benefits.

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Thank you



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