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Burnout and Resilience



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Defining Burnout

**A gradual emotional depletion
and a loss of motivation and
commitment** (Freudenberger 1974)

Emotional exhaustion

Depersonalisation

Reduced accomplishment

(Maslach, Jackson & Leiter 1996)

2

**Implies the
presence of “fire”
ie engagement at
work**

**A fire burns out
when it no longer
has any fuel...**



3

Resilience

**the ability to
keep going**

or

**bounce back
in adverse
conditions**



4

Resilient People

Believe they can influence the events

Are engaged & committed to what they are doing

See change as an opportunity for growth

5



6

Adversity Beliefs Consequences



7



8

**Emotional regulation can
help boost your resilience**

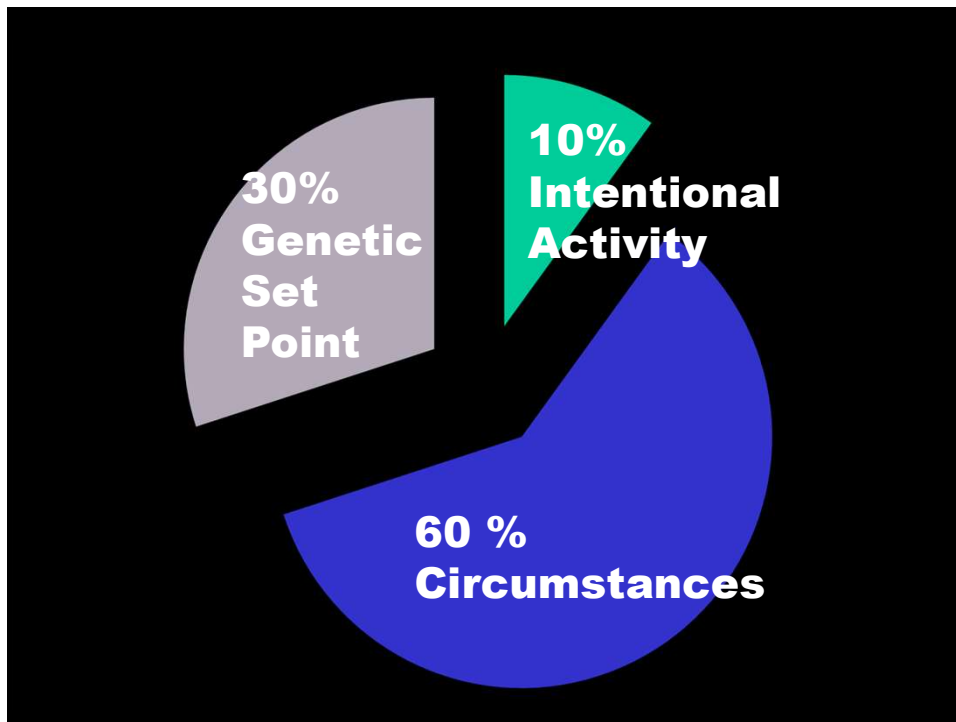
**How many emotions
can you think of?**

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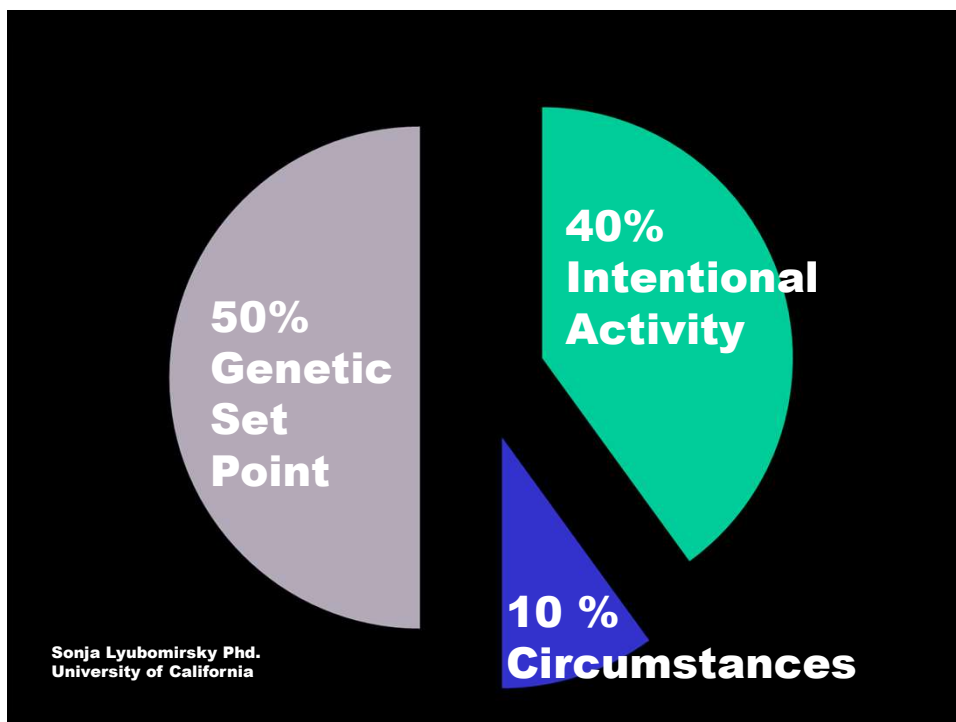
**Permission to
be human**



10



11



12

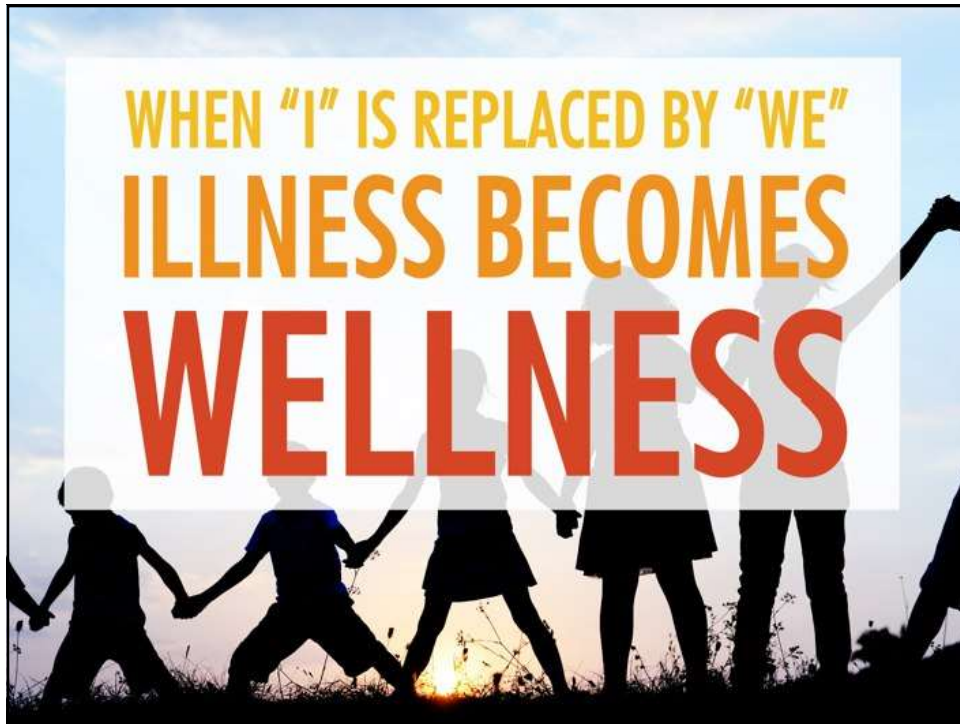
What makes you happy?

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Connect
Be Active
Take Notice
Keep Learning
Give

NEF's Five Ways to Wellbeing

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 **theconfidentmanager**


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References

Amy Cuddy's TED talk & research on body language

The Confident Manager by Kate Atkin

The Confident Leader by Larina Kase

Learned Optimism by Dr Martin Seligman

Feel the Fear and do it Anyway by Susan Jeffers

What to say when you talk to Yourself by Shad Helmstetter

Bandura, A (1977) Self-efficacy: toward a unifying theory of behavioural change. *Psychological review*, 84 (2), 191-215