



MANAGING BURNOUT

Feeling exhausted, forgetful, and fatigued? Read these articles:

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Recovering from burnout

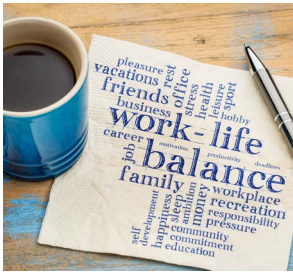
If ongoing stress leaves you feeling hopeless and completely exhausted, you may be on the road to burnout. Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It saps your energy and reduces productivity. It can also lead to feelings of resentment or make you more prone to illnesses.

Burnout can happen to any of us. And it doesn't happen overnight. Here are some helpful tips to regain balance and feel positive again.



1 **RECOGNIZE THE SIGNS:**

- Difficulty maintaining relationships
- Forgetfulness
- Frequent headaches, muscle pains, or fatigue
- Frustration and irritability with others
- Lack of pride in your work
- Setting aside your needs and goals
- Trouble sleeping
- Unable to concentrate



2 FIND THE SOURCE. It's difficult to make improvements until you know exactly what needs to change. Burnout often relates to job stress. It can also stem from a hectic schedule, relationship problems, or caring for a loved one. The stress from one thing might be manageable, but when combined with others, it can feel overwhelming.



3 FIND WAYS TO LIGHTEN THE LOAD. It's tempting to try to do it all alone. Sometimes it's just not realistic. If you're juggling too many projects, ask your supervisor to assign one of your tasks to someone else on the team. Or see whether a task can be delayed so you have more time. Between home and work, review your commitments. Consider cutting back on what you can.



4 TALK WITH SOMEONE YOU TRUST. Ask a trusted friend or colleague. Talk to a trained counselor with the Employee Assistance Program (EAP) who can help you brainstorm possible solutions.



5 SET LIMITS. Before you agree to a new request, take a minute to think it through. What's required to do it? Do you have the time and energy for it? What's the value to you? Your mental health matters, and it's okay to say no to requests and yes to yourself.



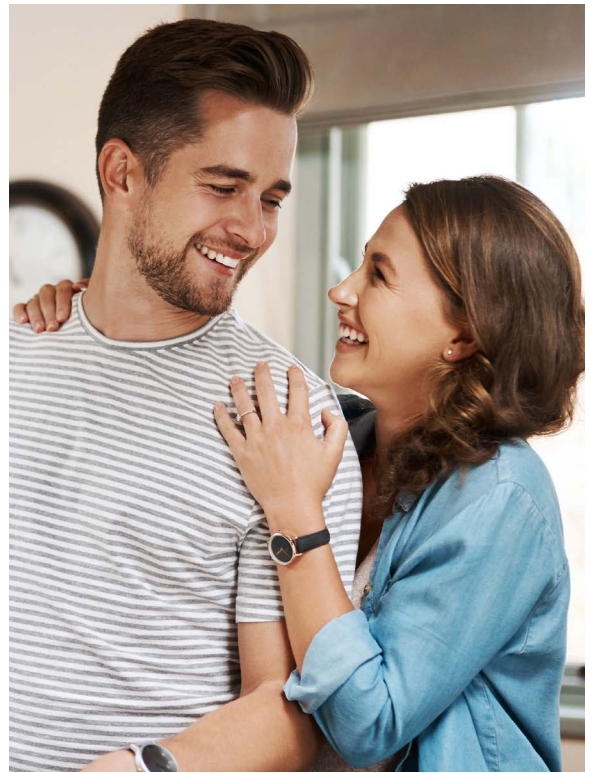
6 MAKE TIME FOR YOUR NEEDS. In a perfect world, you might take time off to rest. But that's not always possible. If you can't take time away, try these tips:

- Make sure to get enough sleep.
- Balance time with loved ones with time alone—you need both.
- Try to get some physical activity each day.
- Eat healthy meals.
- Drink plenty of water.
- Try meditation or yoga to help you relax.

Are you on the road to burnout?

Ask yourself these questions:

- Does every day feel like a bad day?
- Does caring about work or home life feel like a waste of energy?
- Are you exhausted all day long?
- Do your daily tasks feel really dull or overwhelming?
- Do you feel like your efforts won't make a difference or won't be appreciated?



Resetting yourself after burnout can take time. It will pay off when you choose to do it. And you'll feel better in the long term!

Sources: *Healthline, 2021; and HelpGuide, 2023.*

Get help managing stress

Is burnout taking a toll on your personal life? Talk with a counselor (virtual or in person) through the EAP or your medical plan. A trained counselor can help you identify causes and share coping tools. It's completely confidential.

Through your EAP

(available 24/7 at no cost to you):

- **Canopy** (except OSU)
800-433-2320
- **Beyond Benefits**
(OSU only)
855-327-4722

Through your medical plan

(you pay a copay or coinsurance):

- **Providence members:** Providence behavioral health consultants at 800-423-9470
- **Kaiser members:** Kaiser Permanente behavioral health consultants at 800-813-2000
- **Moda members:** Meru Health behavioral health consultants

Adrenal fatigue: A new name for stress syndrome or burnout



The adrenal glands produce hormones that help your body cope with stress. Prolonged stress can wear down your adrenal glands. This is called adrenal fatigue. Medical providers may not recognize adrenal fatigue as a medical diagnosis.

Some providers consider adrenal fatigue a real condition. Others are skeptical. They suggest that symptoms are more likely to be caused by other medical conditions. These include depression or anemia.

Those who back adrenal fatigue believe that chronic stress can lead to the overuse of the adrenal glands. People become unable to produce enough hormones. This can result in a range of symptoms, including:

- Body aches
- Brain fog
- Fatigue
- Lightheadedness
- Loss of body hair
- Low blood pressure
- Skin discoloration
- Sugar or salt cravings
- Trouble sleeping
- Unexplained weight loss

Talk to your health care provider if you're feeling fatigued or have other health problems. They can determine whether your symptoms are related to adrenal fatigue or another medical condition. They can also recommend the right treatment options.

Sources: Mayo Clinic, 2022; Harvard Health Publishing, 2020; Healthline, 2021.

PEBB RESOURCES— AVAILABLE 24/7



PEBB makes it easier to take care of your mind and body

Is stress affecting your overall physical or mental health? Looking to create a healthier you? Check out [PEBB's Wellness Programs](#)—many of the benefits are offered at no or low cost to you!

Guided meditations for burnout

When you're stressed and feeling burned out, it can be hard to slow down for some self-care. These Calm meditations teach you how to nurture and care for your mind and body. The Calm app is available for free or at a discount through your PEBB medical plan.



The basics of practice: We're taught how to read and do math in school. But we're not taught how to be kind to ourselves. Through meditation, you can understand what you need for self-care. When you take time to care for yourself, you can experience more happiness.

Caring for yourself: You may find yourself spending so much time caring for others that you don't take time to care for yourself. Making time for self-care can feel challenging. Learn where to start when it comes to caring for yourself.

Listening to your body: Your body is an expression of who you are. Often, our bodies hold on to past experiences of stress. Recognize when you need rest, healthy food, movement, laughter, or something else by listening to your body. Connect with your body to better understand how you can provide what it needs.

Source: Kaiser, 2021.



Download the Calm app

Kaiser members	Moda members	Providence members
Click here to access the app at no cost to you.	Visit calm.com or download the app from your favorite app store. Try it for free for the first week, with options to extend for \$12.99 per month or \$59.99 per year.	Log in to your LifeBalance account to access the app and save 57% on a one-year membership.



You are what you think: Break the cycle

The old saying “You are what you think” may be true. Negative thoughts may lead to a more negative outlook on life. And that negative outlook can then lead to more negative thoughts. This cycle of negativity may result in stress, anxiety, and depression.

To break the cycle, add more positive thoughts into your life as often as possible.

What is an affirmation?

The word “affirm” means to validate or confirm. Affirmations are short, encouraging statements that create a more positive frame of mind.

You can repeat affirmations to yourself as often as you’d like. Do it while brushing your teeth, driving to work, or before you fall asleep. The more often you use affirmations, the more you can reinforce your value and self-worth. It may even positively affect your behavior.

Affirmations to try

Try using some of these affirmations each week. They can help you stay positive and continue to tackle your goals:

1 ***I can make a real difference.***

2 ***I have the power to make the right choices for me.***

3 ***I will practice self-kindness.***

4 ***I am thankful for the love in my life.***

5 ***I will find the good in all things.***

6 ***I am always learning.***

7 ***I will turn negative thoughts into positive ones.***

8 ***I will try new things.***

9 ***I believe in myself.***

10 ***I can find joy in each day.***

Source: Kaiser, 2019.

Diabetes: What does it do to the body?



This is the second segment in an ongoing series about diabetes. PEBB plans to provide education about this important health condition for several months.

All types of diabetes affect how your body processes the sugar in your blood. Because your blood flows throughout your body, diabetes can also affect many of your organs.

What parts of the body does diabetes affect?



Heart

Eyes

Hands & Feet

Brain

Kidneys

Diabetes increases your risk for...

- Heart disease
- High blood pressure
- Narrowing blood vessels
- Stroke

- Blindness
- Cataracts
- Glaucoma

- Foot ulcers
- Gangrene
- Nerve damage
- Numbness

- Dementia
- Impaired thinking

- Chronic kidney disease
- Kidney failure

Ways to manage diabetes

Fortunately, there are ways to manage diabetes and reduce your risks of other serious health conditions.



Get 150 minutes of activity weekly (that's about 20 minutes a day)



Use these food group proportions to fill your plate:

- 1. 50% non-starchy vegetables**
- 2. 25% whole grains**
- 3. 25% lean protein**



Drink 12 cups of water throughout the day, including with meals



Manage stress



Monitor blood sugar



Take meds as prescribed

Sources: Livongo; Mayo Clinic, 1998-2023; Centers for Disease Control and Prevention, 2022.

PEBB at your service

What's the Board doing in April?

The Board is assessing and fine-tuning the benefit plan designs for next year. During this phase, the Board considers specific plan design features, such as:

- Are the deductibles in line with federal guidelines?
- Does the Board need to make changes to keep the plans competitive and affordable? If so, what are they?
- Are there opportunities to negotiate better rates with providers to keep the costs lower?

The Board is also making sure the plans encourage members to stay healthy and make wise health care decisions. For example:



Are members taking advantage of preventive care services that are covered at no cost?

Do our networks include top-quality health care providers whose service charges are reasonable?

If we make changes to the plans for next year, do the out-of-pocket costs still make sense? For example, are in-network providers still less expensive?

The Board will soon wrap up this phase of the renewal process. For now, it's considering all reasonable options to ensure the plans meet your needs and remain affordable.

PEBB Board meetings are held on the third Tuesday of the month and are open to the public. To learn more about upcoming meetings or view recordings of past meetings, visit the [Public Meetings page](#) of the PEBB website.

Benefits Questions?

Email: pebb.benefits@odhsoha.oregon.gov

Phone: 503-373-1102

