

RESILIENCE AND BURNOUT PREVENTION TIP SHEET

As we continue to navigate the challenges of the COVID-19 pandemic, the ability to protect your mental and physical health, remain resilient, and manage the increased demands and pressures is more important than ever. We are experiencing situations we have never encountered before and there is a great deal of uncertainty. Responsibilities at home and at work may be different and perhaps more difficult, and you may begin to experience feelings of mental and physical depletion and exhaustion. You are not alone in these feelings, as the negative effects of the pandemic have resulted in widespread changes and challenges that have impacted mental and physical health for many people. If you are concerned about symptoms of burnout, it is important to consult your local healthcare practitioner, as burnout may require medical supervision or treatment.

At this time it is important to be gentle with yourself, your family and colleagues. Stay in touch with others, share your feelings and concerns with them, and seek help from a professional when you need it. It is important that as we navigate a gradual return to campus, employees become familiar with all available resources and supports. If you would like to boost your resilience, or are experiencing feelings of exhaustion or burnout, seek help by using some of the resources and supports listed below.

SPEAK WITH A TRAINED PROFESSIONAL

Counselling Coordinated by Homewood Health

Through Homewood Health, 1-800-663-1142, a qualified professional will provide you with confidential help tailored to your specific situation. Services are offered remotely and confidentially 24/7/365 and may include advice, counselling, or coaching.

Individual Counselling

The Services of a Registered Psychologist or Registered Psychotherapist of your choice may be covered by benefits for your employee group.

Life Smart Coaching: Stress Solutions

Homewood Health

Strategies, tips and tactics to manage all forms of stress.

LEARN ABOUT BUILDING RESILIENCE AND PREVENTING BURNOUT WITH A COURSE:

Resilience: This course offered through Homewood Health features before and after testimonials, interviews with a psychologist, and step-by-step exercises.

Taking Control of Stress: This course offered through Homewood Health focuses on key stress management skills, including: managing thinking and feelings, time management, increasing positive experiences, getting active and relaxation.

Building Resilience: LinkedIn Learning course with Tatiana Kolovou, faculty member at the Kelley School of Business at Indiana University to help build resilience for when the going gets tough.

ACCESS INFORMED SUCCINCT WELLNESS MATERIALS:

Harvard Business Review: How to leave our work at the door when we are no longer going out the door? Three tips for what employers, managers, and coworkers can do to help one another cope.

Mayo Clinic: Job Burnout: How to Spot it and Take Action: A concise summary of symptoms, causes, risk factors and the consequences of burnout.

Canadian Mental Health Association: Job Burnout - characteristics, causes and risks of burnout.

Harvard Business Review: How to Overcome Burnout and Stay Motivated.

American Psychological Association:

Building Resiliency Page: A road-map for adapting to life-changing situations, and emerging even stronger than before.

Developing Resilience: Overcoming and Growing from Setbacks

Mindtools -What is resilience, why we need it and how to develop it

FIND A WEBSITE TO BROWSE AND CONSIDER A RANGE OF RESOURCE OPTIONS:

Support and Advice for Employees During the COVID-19 Pandemic

The University encourages faculty, staff, librarians and their families who may need additional support to reach out for help. There are a variety of services available, both internally and externally, listed on [this site developed by the Division of Human Resources and Equity](#).

Your Mental Health and the COVID-19 Pandemic

The [Centre for Addiction and Mental Health has designed a site](#) to provide information and suggestions about how best to cope in this difficult time. The site includes tips, coping strategies, and resources to manage your mental health during the COVID-19 pandemic.

Wellness Together Canada

An [online portal](#) that allows Canadians to access self-assessments, self-directed e-mental health tools, peer support and live counselling by telephone, video and text that is funded by Health Canada.

Workplace Strategies for Mental Health

A [webpage to help improve your ability to bounce back](#) after a potential health, personal, or work crisis. It will help identify effective strategies and resources to draw on when needed.

MORE ON WELLNESS:

Wellness supports and resources will continue to be provided through a variety of [tricampus equity offices](#) as the University community gradually begins to return to campus. If you require more information on wellness support, please reach out to your manager, [Teresa Scannell, Integrated Wellness Consultant](#), or your [Divisional HR Office](#).

USE INTERACTIVE WELLNESS TOOLS AT YOUR OWN PACE:

[The Working Mind: Self Care and Resilience Guide](#)

Assess your mental health and create a self-care resilience plan.

[How am I doing?](#)

Check in with yourself daily to assess how you are coping.

[Bounce back](#)

Learn key life skills that can boost your mood and manage stress and anxiety

[Staying Resilient in the COVID-19 Pandemic:](#)

A vlog with tools to boost your resilience

ANY ADDITIONAL CONCERNS?

If you have any additional questions or concerns in advance of returning to campus, please inform your manager. If you require further assistance, contact your [Divisional HR Office](#).

Further concerns regarding COVID-19 and returning to campus may be answered by the [Occupational Health Nurse](#) after contacting your supervisor and [Divisional HR Office](#).

To arrange, re-establish, or modify your accommodation plan, please contact [Health and Well-being](#).