

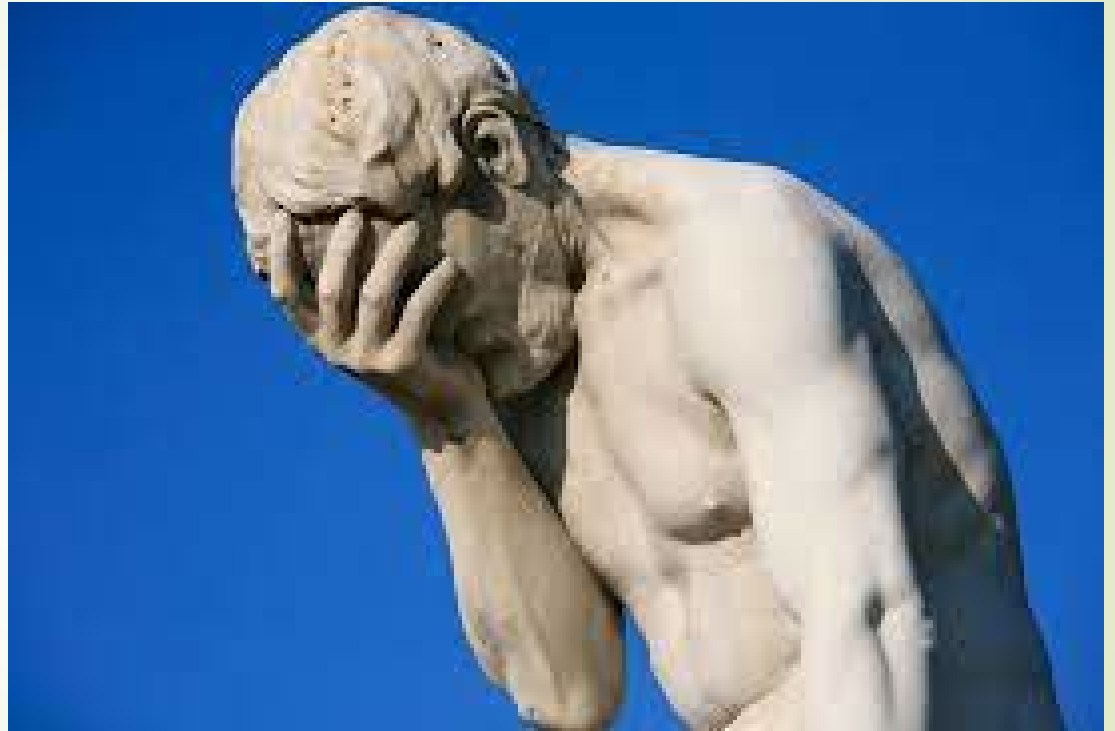


Stress: The Secret Enemy You Need To Get To Know (better)

Joshua Klapow, Ph.D.

Here comes the shrink...

- Going to talk about what you probably already know.
- You need to hear it again (and again, and again).
- Your well-being matters.
- It matters to you and everyone around you.
- Be an asset, not a liability.



And here we go....

Diagnosis: Burnout?

Burn-out an "occupational phenomenon": International Classification of Diseases

28 MAY 2019 - Burn-out is included in the 11th Revision of the International Classification of Diseases (ICD-11) as an occupational phenomenon. It is **not** classified as a medical condition.

It is described in the chapter: 'Factors influencing health status or contact with health services' – which includes reasons for which people contact health services but that are not classed as illnesses or health conditions.

Burn-out is defined in ICD-11 as follows:

"Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion;
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- reduced professional efficacy.

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life."

Burn-out was also included in ICD-10, in the same category as in ICD-11, but the definition is now more detailed.

The World Health Organization is about to embark on the development of evidence-based guidelines on mental well-being in the workplace.

Stressors are in the eye of the beholder. No absolute truths here.

Diagnostic criteria: Individual perceives situation as stressful.



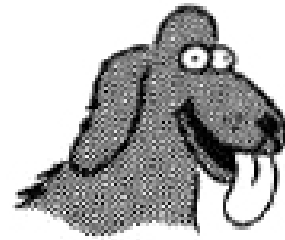
COVID: The Crisis That Keeps Rolling



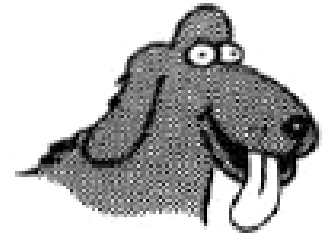
We are truly in “unprecedented”
psychosocial times

Only if...

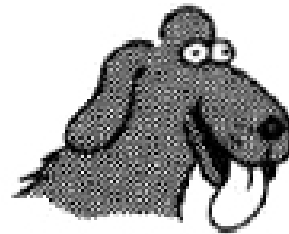
Sometimes we think we are Irish Setters (but our stress responses say otherwise).



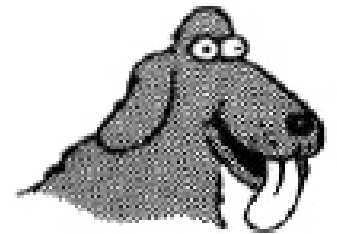
happy



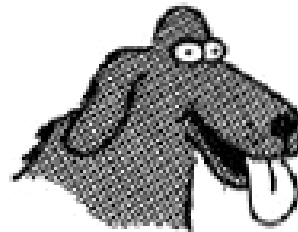
depressed



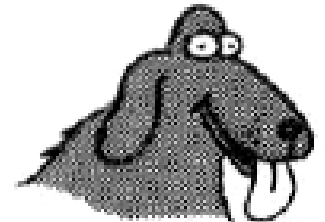
angry



pensive

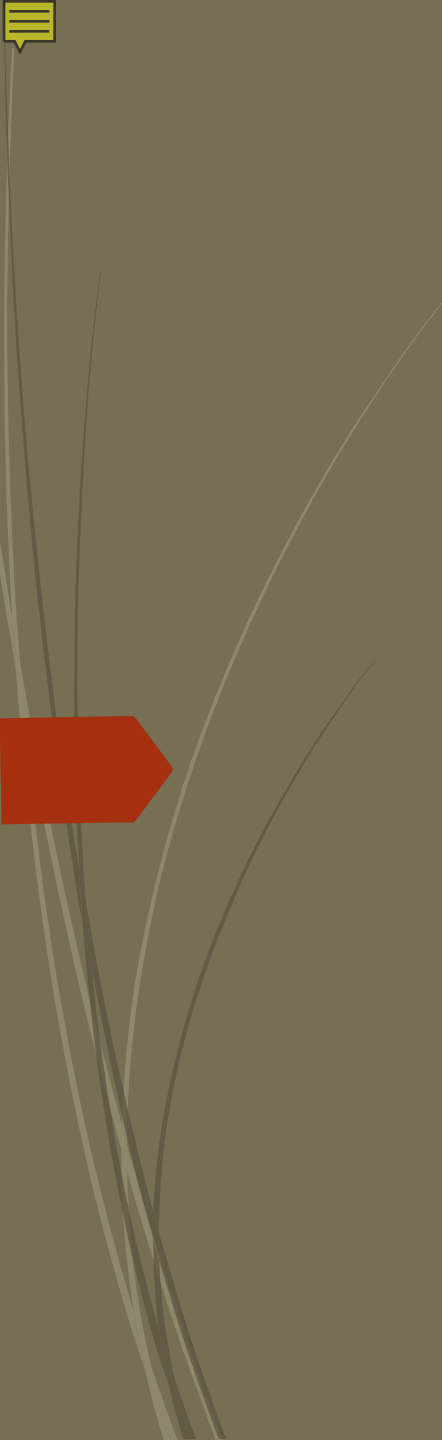


excited



suicidal


How to recognize the moods of an Irish setter



Why should we care
about stress, distress and
burnout?

Imagine
you came
to work
with the
following:




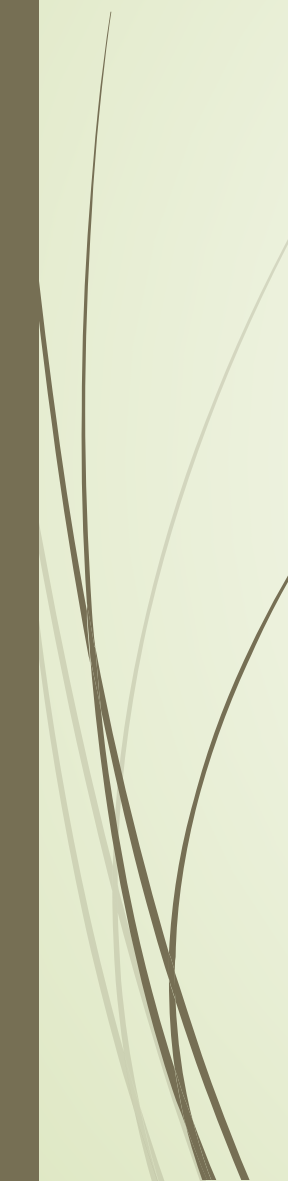
- 
- 
- Muscle aches
 - Fatigue
 - GI Distress
 - Headache
 - Dermatitis
 - Dry mouth
 - Muscle tension



Urologically Specific

- A UTI
- Urinary Incontinence
- Low libido
- Erectile dysfunction
- Decreased muscle strength/tone

But wait, there's more...

- 
- 
- Memory problems
 - Easily distracted
 - Apathy
 - Irritability
 - Worry
 - Anger
 - Less efficiency and productivity
 - More errors



What is going on?

Differential diagnosis:

Acute condition or exacerbation of chronic condition(s).

Symptoms secondary to psychosocial stress.

Yes. Either. Both.

If stress is a contributor. Then prognosis if untreated is:

Welcome To The Stress & Burnout Club

Membership Criteria:

- Be a perfectionist, never accept excellence.
- Never exercise!
- Remember, the glass is always half empty!
- Accept responsibility for everything and everyone, all the time!
- Engage in an endless process of controlling everything and everyone, especially those people/things over which you have no actual control.
- Strive to sleep as little as possible!
- Never desire to take time for yourself, if forced to do so, feel guilty.
- Seek out a routine: Sleep until you are hungry, eat until you are tired; use ETOH to relax, stimulants to get going.

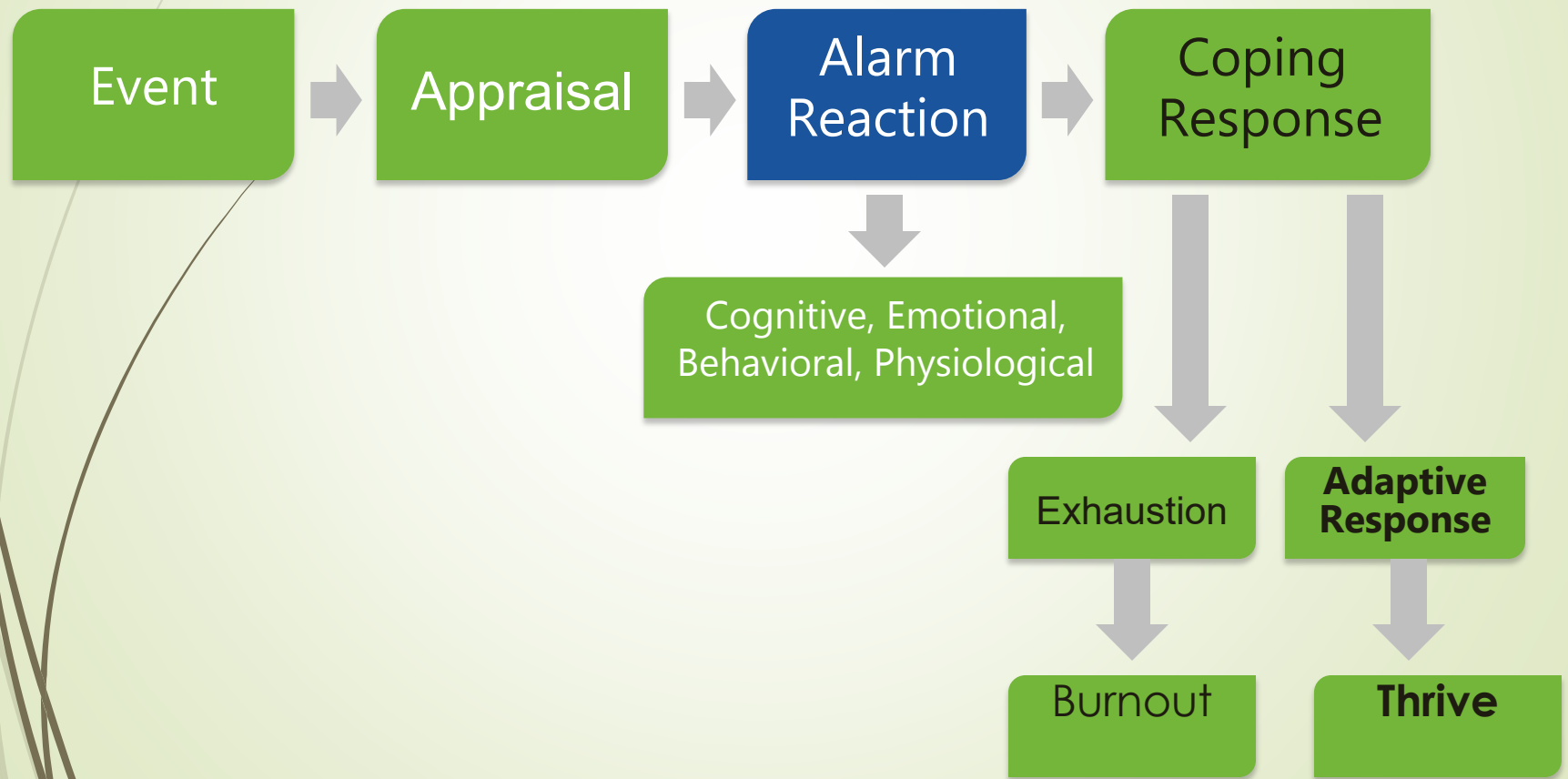
Are you a
member of
the club?



Just some of the benefits of club membership:

- 
- 
- Infertility
 - Heart Disease
 - Cancer
 - Dementia
 - Autoimmune Disorders
 - Substance use disorders
 - Depression
 - Anxiety disorders
 - Job loss
 - Relationship discord
 - Death

Basic Stress Anatomy





Adaptive Coping is Self-Care

(and self-care is not just a spa day....)


- Caring for yourself is critical
- Your health, efficiency, productivity depend on your response to stress
- Bottom line: Your stress response day after day at work, at home, can make you either an asset or a liability



Stress Management in 3 Steps

- Step 1: Recognize symptoms
- Step 2. Identify the source(s)
- Intervene
 - Change situation
 - Change thoughts about situation
 - Change physiological stress response

THE POWER OF 1 BREATH EXERCISE



Recalibration: Coming Back On Track (Frequently)

- Stress over the course of the day pulls us away from a steady and productive state
- The more time we can spend centered, in a good physiological, cognitive and emotional state the more productive we are
- Taking 2-4 minutes every 60-90 minutes over the course of the day. Refocus, re-set, re-group.
- Recalibrating throughout the day can help us get back on track

This ain't therapy.
But it really works.



You, a colleague, a family member may need psychotherapy.

- Psychotherapy is not just for “patients”.
- People may be reluctant
 - Use supportive communication
 - Suggest vs. “force”
 - Provide confidential access and referral information
 - Make it easy
 - Stay in contact



As A Leader You Must:



- Remember you are one of “them”.
- Acknowledge that your position does not shield you from distress.
- Recognize that you can be either an asset or a liability.
- Be courageous enough to acknowledge that you are distressed.
- Be purposeful enough to address the distress.



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