
Welcome to the UF Preceptor Town Hall on Burn Out

Our Program will begin in a few minutes at Noon

Preventing Preceptor Burnout

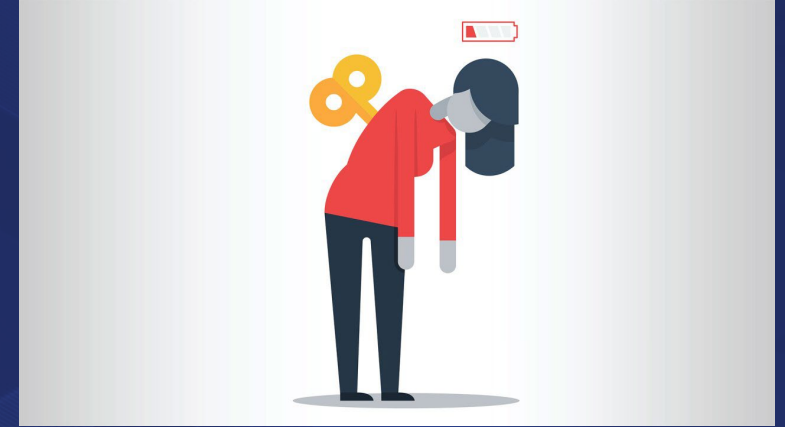
Paul has been precepting for several years. He truly loves teaching students and enjoys giving back to the profession. However, he is increasingly feeling the stress of competing responsibilities in the workplace. He is finding himself feeling short and frustrated with the students. Upon self-reflection, he decides that his frustration is not a result of student performance, but is more related to his own physical fatigue, cynicism, and (self-perceived) ineffectiveness of his rotation experience.

Job burnout: How to spot it and take action

<https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642>

- **Lack of control.** An inability to influence decisions that affect your job
- **Unclear job expectations.** If you're unclear about the degree of authority you have or what your supervisor or others expect from you
- **Dysfunctional workplace dynamics.** Perhaps you work with an office bully, or you feel undermined by colleagues or your boss micromanages your work
- **Extremes of activity.** When a job is monotonous or chaotic
- **Lack of social support.** If you feel isolated at work and in your personal life
- **Work-life imbalance.** If your work takes up so much of your time and effort you don't have the energy for other things

Depleted Surge Capacity



- Surge Capacity a set of adaptive systems we draw from for short term survival in acutely stressful circumstances.
- What happens when that stress is not short term and what can we do to regain capacity?
- <https://tinyurl.com/YourSurgeCapacityIsDepleted>

Managing Burnout

- Evaluate your options
- Seek support
- Try a relaxing activity
- Get some exercise
- Get some sleep
- Mindfulness

Prevent Burnout

- **Determine what is in your control:**
 - Breaks
 - Workspace
 - Interruptions
 - Workflow
 - Staffing



Maximize Breaks

Ideal

- 17 min every 52 min, Social, Outside, Tech-Free

Micro Break

- 5 min every hour

10:2 Rule

- Stand/walk for 10 min every 2 hours

Zamboni Nap

- 10-20 min

Vigilance

- Pause to review procedure

Most Important Meal of the Day

Lunch breaks are an essential opportunity to recuperate for peak performance.

The most effective breaks include:

- Autonomy
- Detachment



Buffers & Boundaries

- **Create a Buffer**
 - When asked to take on extra duties
 - When asked to join a group
 - When asked to make a decision
- **Set Boundaries**
 - On your time and attention
 - On sources of negative influence
 - On student expectations



Evaluate Your Goals

- Focus on what is within your **control**
- Create a **start** doing list
- Create a **stop** doing list
- Write **SMART** goals
 - *Specific, Measurable, Achievable, Relevant, Time Sensitive*

It Takes A Village

- Make precepting a team effort
 - Partner with colleagues and the college
- Regional Coordinators
 - Serve as information resource
 - Assist with scheduling
 - Assist with student concerns
 - Assist with preceptor concerns
 - Ensure quality of student experiences
 - Provide preceptor training and development

Resisting Negative Emotional Contagion

- Emotional Contagion - the tendency to automatically mimic and synchronize expressions, vocalizations, postures, and movements with those of another person, and consequently, to converge emotionally
- How to Resist Negative Emotional Contagion
 - *Reappraisal – Recognizing it is not about you and not taking on the emotion*
 - *Acceptance – Recognizing it is about you and using constructively*
 - *Social top-down response modulation (STORM) – Recognizing the negative contagion does not align with your goals and values and not adopting*

Pod Cast Resources

- **Burnout and How to Avoid It**
The Happiness Lab with Dr. Laurie Santos
- Listen on Apple Podcasts:
<https://podcasts.apple.com/us/podcast/burnout-and-how-to-avoid-it/id1474245040?i=1000551538495>

Preventing Preceptor Burnout

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How can Paul reduce his feelings of burnout?

Resources/References

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- Nestor, James. *Breath: The New Science of a Lost Art*. Riverhead Books, 2020.
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