

Toolkit 2 - Learning Unit 11 Pre-intervention

Activity 2 Differences between stress and burnout



Training

Take under consideration:

Burnout may be the result of overpowering stress, but it isn't the same as too much stress. Stress mostly come from too many pressures that demand too much of us physically and mentally. Burnout is rather about *not enough*. Being burned out means feeling mentally exhausted and empty, lack of motivation, and beyond caring. Stressed people can still imagine that if they can just get everything under control, they'll feel better. People experiencing burnout often don't see any hope of positive change in their situations. Excessive stress causes people feel like drowning in responsibilities. Burnout is a sense of being all dried up. People usually are aware of being under a lot of stress, but they don't always notice burnout when it happens.

Give your team the table below and ask to compare:

Stress	Burnout
Characterized by over-engagement.	Characterized by disengagement.
Emotions are overreactive.	Emotions are blunted.
Produces urgency and hyperactivity.	Produces helplessness and hopelessness.
Loss of energy.	Loss of motivation, ideals, and hope.
Leads to anxiety disorders.	Leads to detachment and



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	depression.
Primary damage is physical.	Primary damage is emotional.
May kill you prematurely.	May make life seem not worth living.



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