



Ontario Dental Association
Annual Spring Meeting 2024

OCCUPATIONAL BURNOUT

Dr. Marilisa Morea
Clinical Psychologist



QUOTE OF THE DAY

“Make a commitment to practice self-compassion and watch how your perspective on your life and your priorities shift.”

– Dr. Morea



TODAY'S AGENDA

PART I What is Burnout?

PART II Burnout & Dentistry

PART III Burnout & Mental Health

PART IV Coping with Burnout

PART V Next Steps



DR. MARILISA MOREA



- Founder + Director of Monarch Therapy + Wellness Centre
- Licensed Psychologist in Ontario, Canada
- Contributor for Wondermind Platform
- Author/ Collaborator/ Presenter
- Lead Psychologist at NYGH for 10 years (Prev)
- Psychology Preceptor Award, NYGH
- The Chicago School Nimble Award
- Alum of the Year Award, Finalist
- Adjunct Teacher of the Year Award
- Service Recognition Award



PART I: WHAT IS BURNOUT?





WHAT IS BURNOUT?

Exhaustion caused by intense feelings of stress for prolonged periods of time

Impacts our productivity at work, home & in our relationships

Often triggered by emotional, physical & mental exhaustion

Different types of burnout (caregiving, social, occupational)



OCCUPATIONAL BURNOUT

- Chronic work-related stress occurring over an extended period of time leading to feelings of exhaustion
- NOT a medical diagnosis; symptoms can be similar to those of anxiety or depression
- Associated with extreme fatigue, feelings of cynicism & withdrawal from work
- Negatively impacts a person cognitively, socially and emotionally, potentially affecting the way one interacts with patients & colleagues



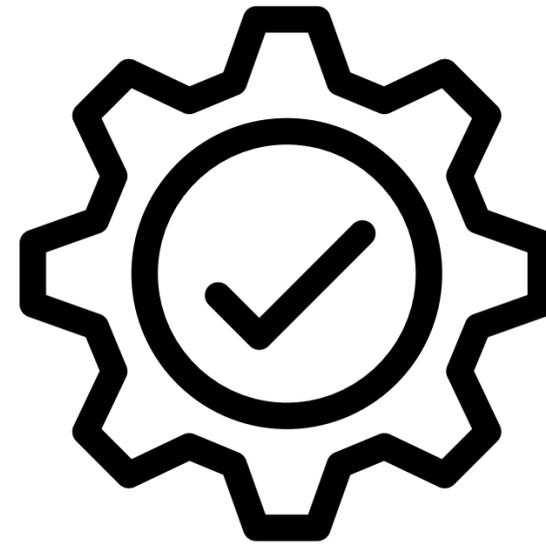
TYPES OF OCCUPATIONAL BURNOUT

OVERLOAD BURNOUT



Working excessively to achieve goals and deadlines that health begins to decline

UNDER-CHALLENGED BURNOUT



Feeling underappreciated at work causing one to distance themselves

NEGLECT BURNOUT



Feeling helpless & unable to handle responsibilities at work leading to a sense of demoralization

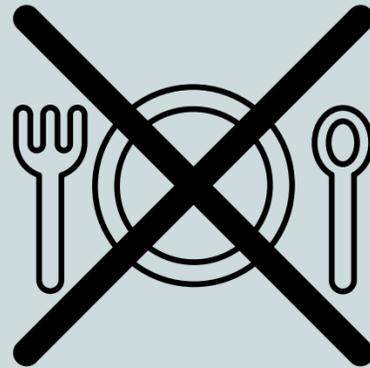


SYMPTOMS OF OCCUPATIONAL BURNOUT

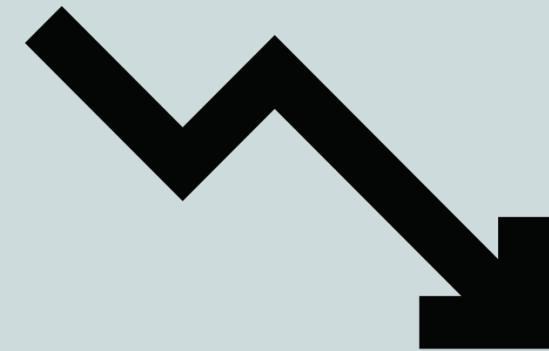
LACK OF ENERGY



CHANGES IN APPETITE



LOSS OF MOTIVATION



DIFFICULTY FOCUSING



INCREASED IRRITABILITY

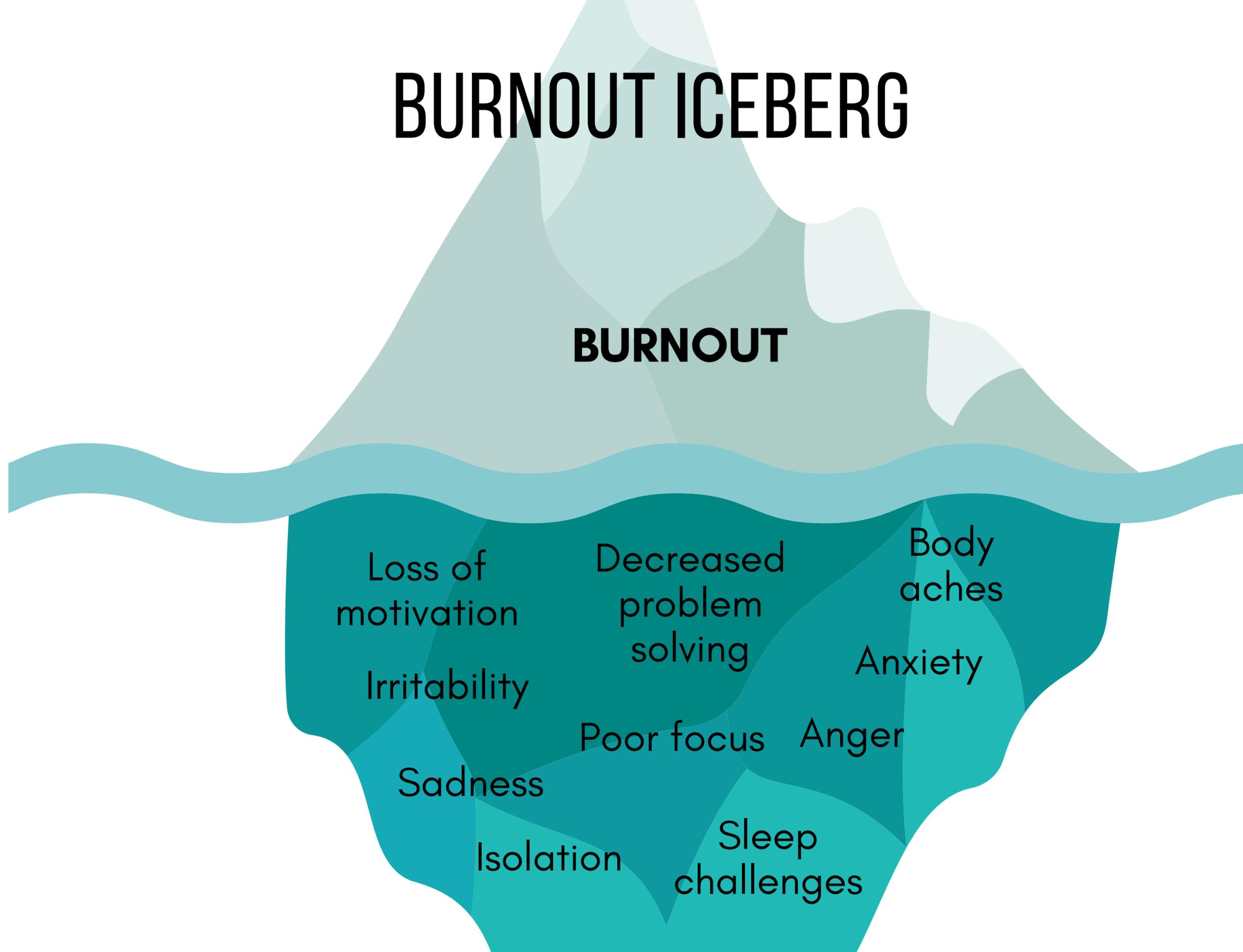


FEELING DETACHED





BURNOUT ICEBERG

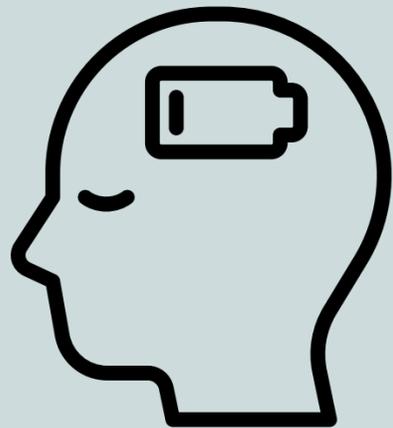




PHASES OF BURNOUT

EMOTIONAL EXHAUSTION

- Feeling exhausted because of efforts
- Trouble adapting to changes
- Difficulties coping with job duties



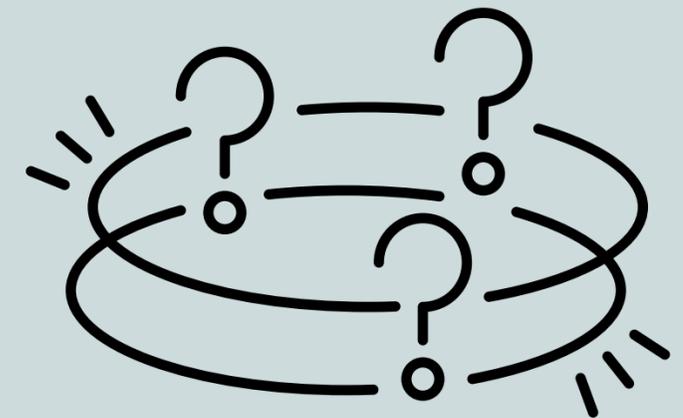
DEPERSONALIZATION

- Lack of care for work
- Avoiding unnecessary interactions with patients
- Disregard for patients' needs



DIMINISHED ACHIEVEMENT

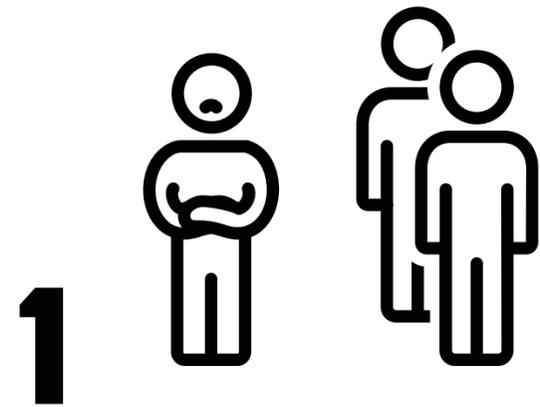
- Negative self-evaluation
- Doubts about performance
- Low morale & poor coping skills



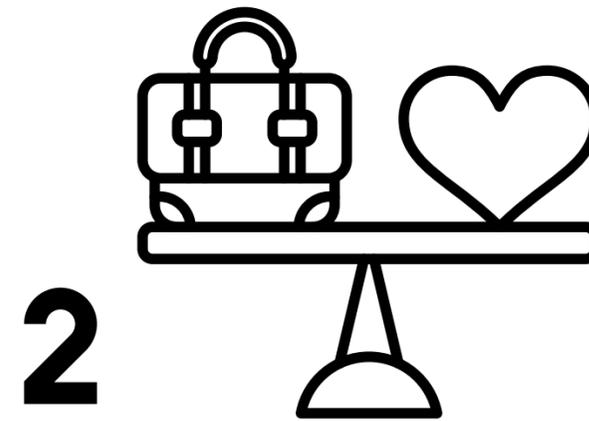


CAUSES OF OCCUPATIONAL BURNOUT

LACK OF SUPPORT



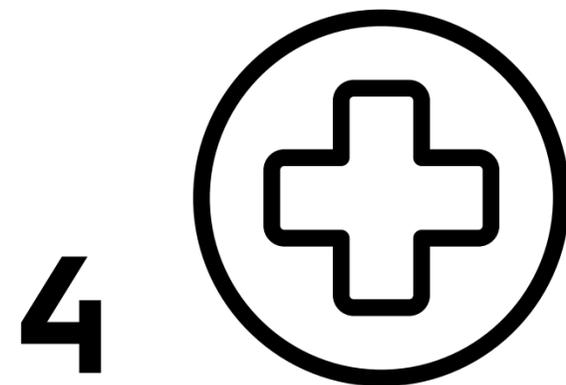
POOR WORK-LIFE BALANCE



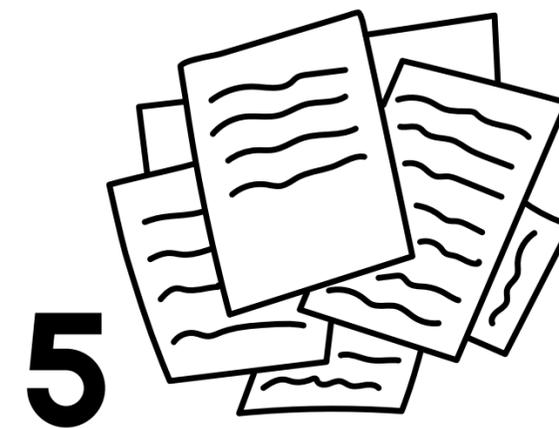
DIMINISHED CONTROL



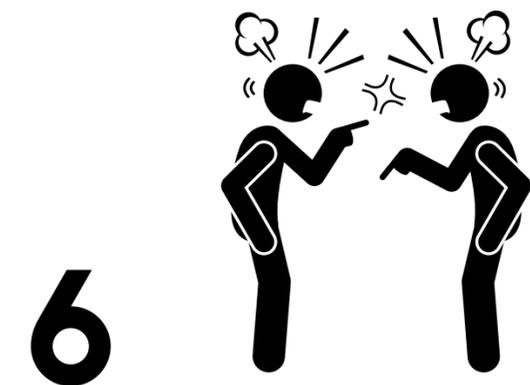
WORKING IN HEALTHCARE



HEAVY WORKLOAD



ISSUES WITH COLLEAGUES





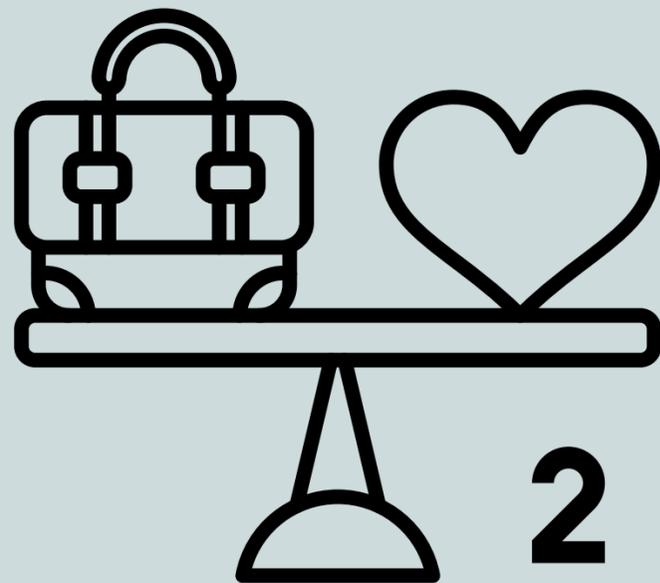
LACK OF SUPPORT



- Decreased support exacerbates challenges in achieving & maintaining a healthy relationship with coworkers
- Lack of professional & social support can increase feelings of loneliness or self-doubt contributing to occupational burnout
- When someone feels supported, they are better able to cope with job demands, patients & issues with colleagues

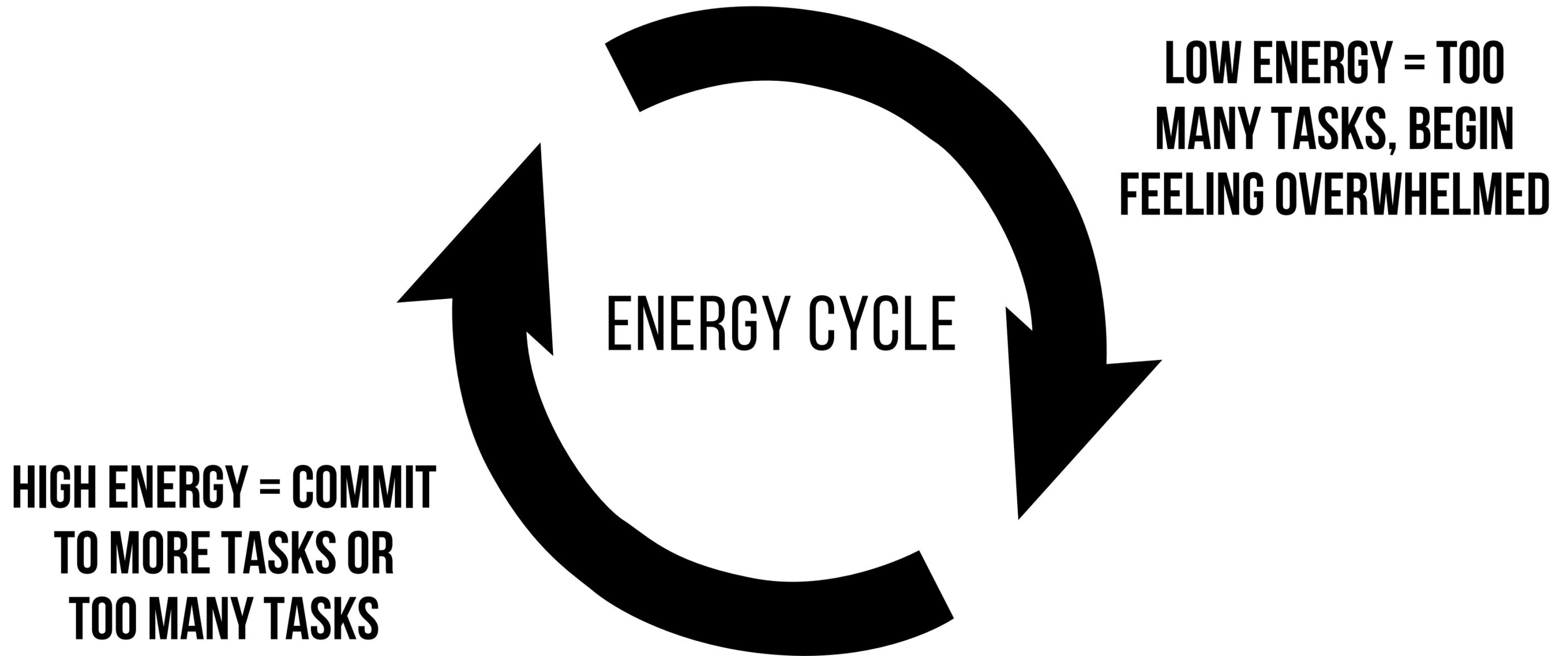


POOR WORK- LIFE BALANCE



- Lack of balance does not allow for proper rest & recovery time, increasing a person's vulnerability to burnout
- Having a poor work-life balance can increase feelings of stress & emotional exhaustion, leading to burnout
- When someone struggles with work-life balance, they often stop engaging in self-care activities, increasing stress

BURNOUT COMMITMENTS





DIMINISHED CONTROL

- Feeling a lack of control at work can reduce job satisfaction, causing a person to resent their career
- When people feel they are unable to make decisions at work it can increase feelings of helplessness
- Without a sense of control, people can become unmotivated at work, increasing feelings of fatigue & burnout

3





WORKING IN HEALTHCARE



- In Ontario, healthcare workers have reported a lack of resources, making it difficult to effectively do their jobs
- Experiencing an increased workload since COVID-19 has led to many healthcare workers, specifically dentists, reporting higher rates of burnout
- Healthcare professionals have also experienced an increase in emotional demands, leading to compassion fatigue



HEAVY WORKLOADS

- Greater workloads can contribute to increased levels of stress and emotional exhaustion
- Juggling too many tasks can lead to cognitive overload, affecting decision-making skills, focus & memory
- When a person feels overwhelmed with tasks, this can negatively affect their ability to complete daily tasks





ISSUES WITH COLLEAGUES

6



- Conflict amongst colleagues can increase communication issues leading to decreased productivity & burnout
- Having issues with colleagues can increase stress about work, diminishing job satisfaction
- Ongoing work conflict can increase social isolation leading to a disconnect at work



REFLECTION I

RECOGNIZING DAILY STRESSORS





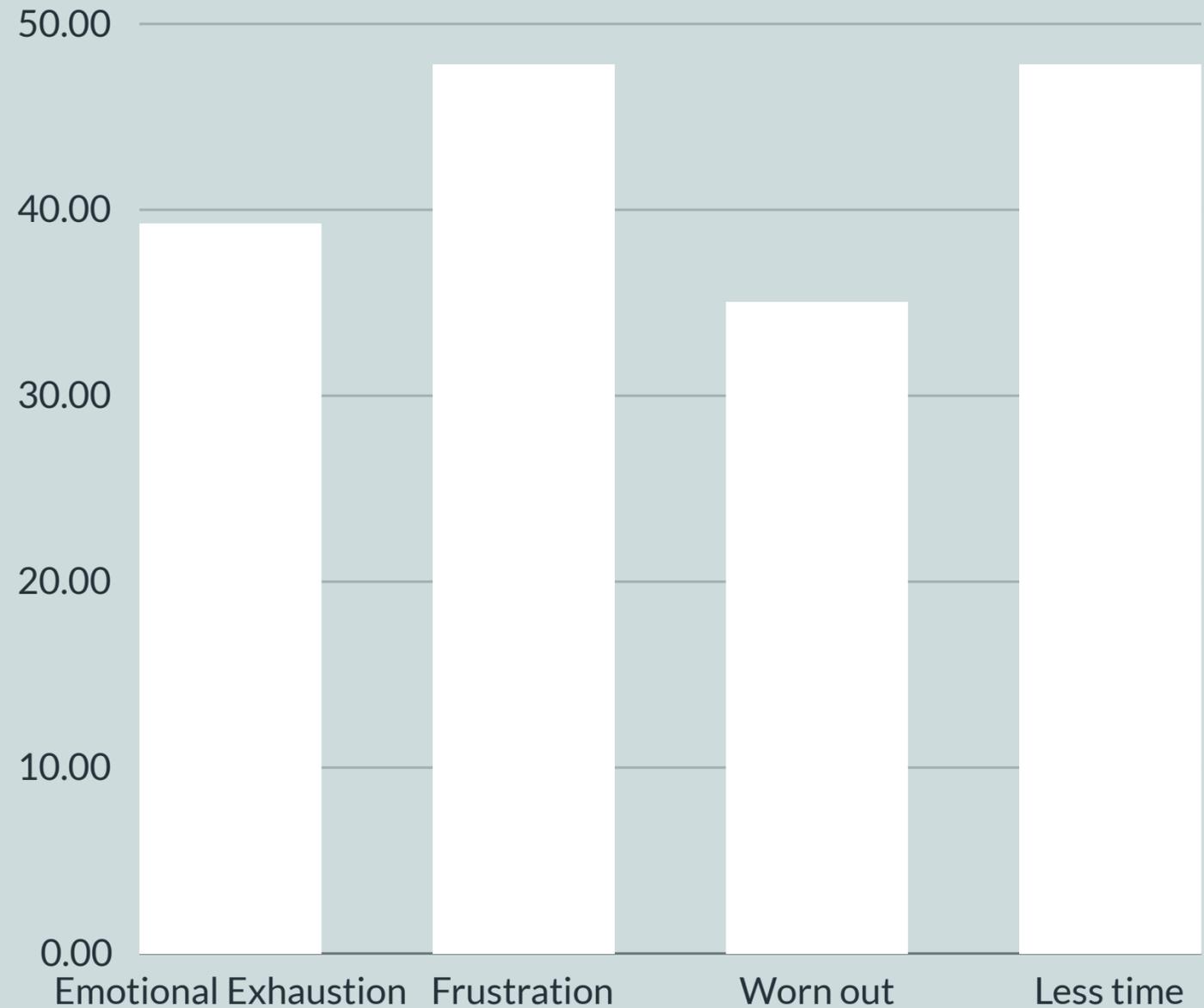
PART II: OCCUPATIONAL BURNOUT IN DENTISTS





SYMPTOM PREVALENCE

Dentists experience emotional exhaustion, frustration, feeling worn out & have less energy for their loved ones at the end of a work day



BURNOUT IN DENTISTRY

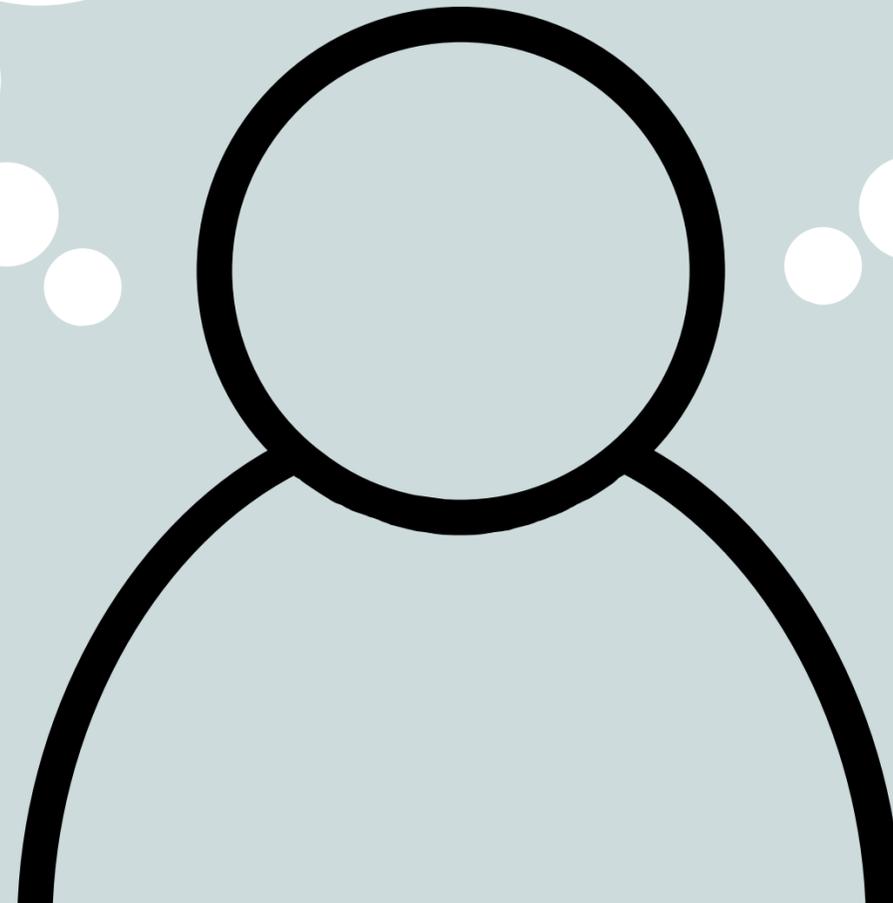


Dentists experience moderate to severe stress levels, making them more likely to experience burnout

A study in 2022 found that over 40% of dentists cannot cope with stress from their work

New dentists are especially vulnerable to experiencing burnout, emotional exhaustion & frustration

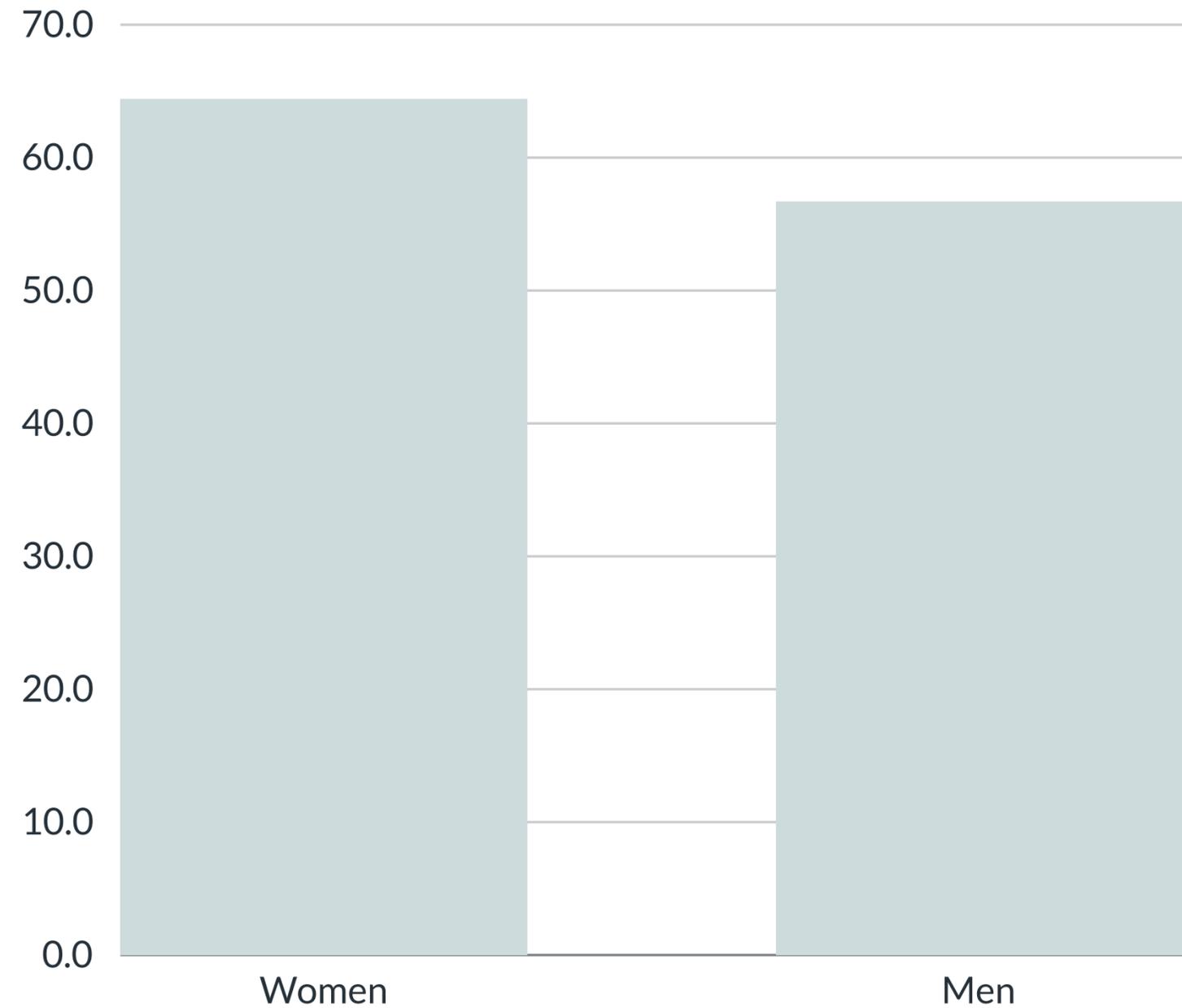
Dentists are more likely to experience anxiety, depression & burnout as a result of their work





GENDER DIFFERENCES

64.4% of female dentists
and 56.7% of male dentists
reported feelings of burnout
(emotional exhaustion)



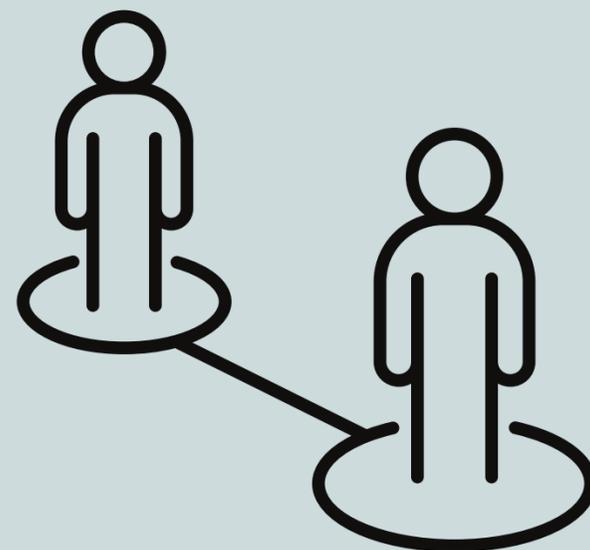


COVID-19 & STRESS

82% of Dentists have noticed a significant increase in their stress levels following the COVID-19 pandemic



Respondents have also noted their heightened stress levels have impacted how they interact with patients



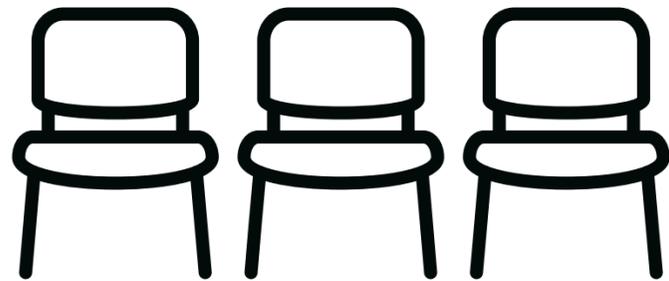
43% experienced stress regarding the finances of their practice during the pandemic



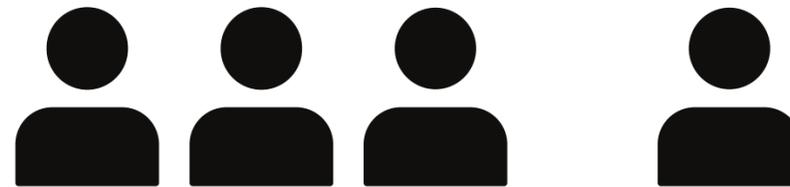


DENTAL WORK-RELATED STRESS

OVERLOAD OF PATIENTS



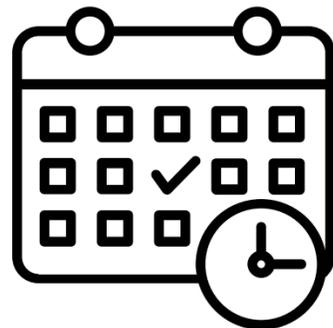
WORKING ALONE



PRESSURE FROM PATIENTS



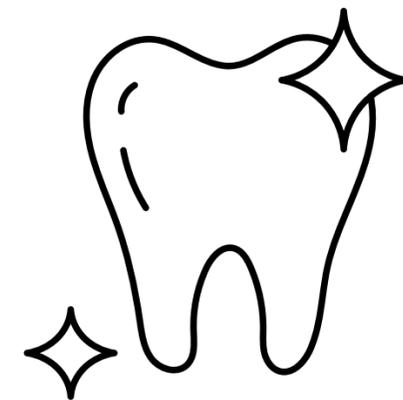
**STAYING ON TIME
WITH APPOINTMENTS**



**BUILDING A RELATIONSHIP
WITH PATIENTS**



DENTAL SPECIALTY





PHYSICAL VARIABLES

VISUAL ISSUES



- Mechanical, chemical, microbiological irritants in the office can cause mild to severe visual issues

AUDITORY ISSUES



- Hearing loss was associated with noise from instruments
- 1 in 4 dentists over age 60 have reported hearing loss



MANAGEMENT FACTORS

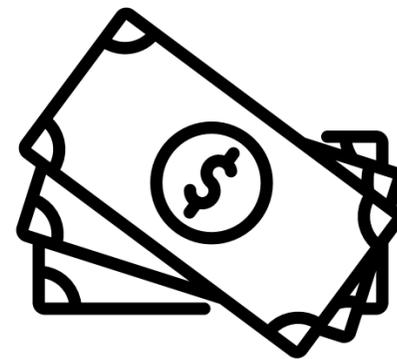
CLINIC OWNER

- Dentists owning their own practice are faced with additional pressures (decision making, bookkeeping, task overload, staff dynamics)

BOSS

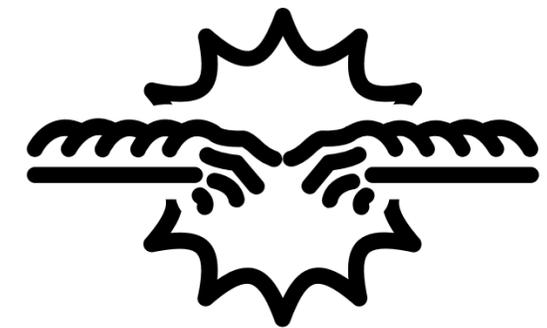
FINANCIAL CONCERNS

- No government funding
- Lack of new patients
- Issues with insurance
- Expensive equipment



WORKPLACE TENSION

- Issues amongst colleagues
- Lack of support from coworkers
- Differences in salary





REFLECTION II: IDENTIFYING WORK-RELATED BURNOUT



PART III:

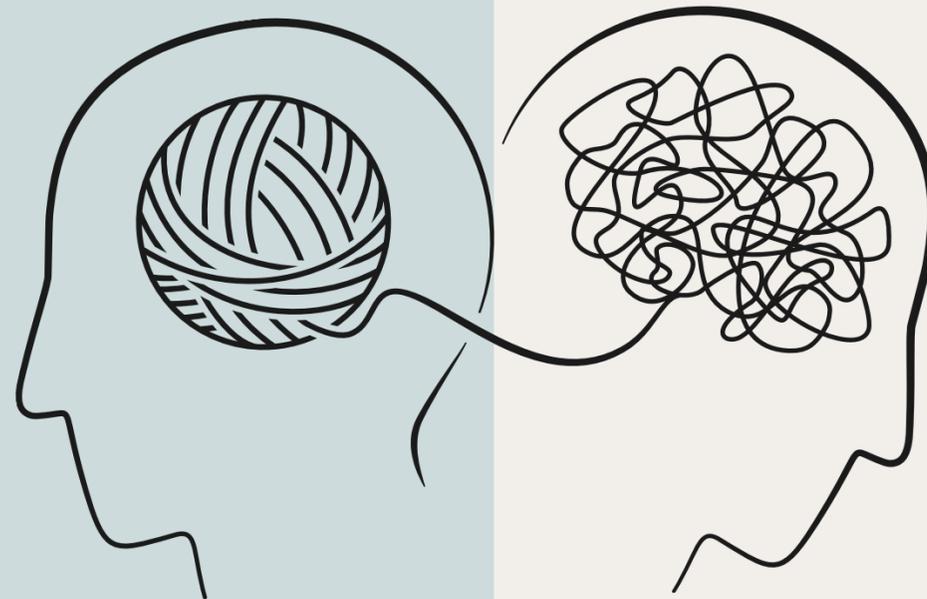
MENTAL HEALTH & OCCUPATIONAL BURNOUT





MENTAL HEALTH VS. MENTAL ILLNESS

Mental health involves a person's emotional, psychological & social **well-being** allowing them to cope with stressors, realize their abilities, work effectively & **contribute** to their community

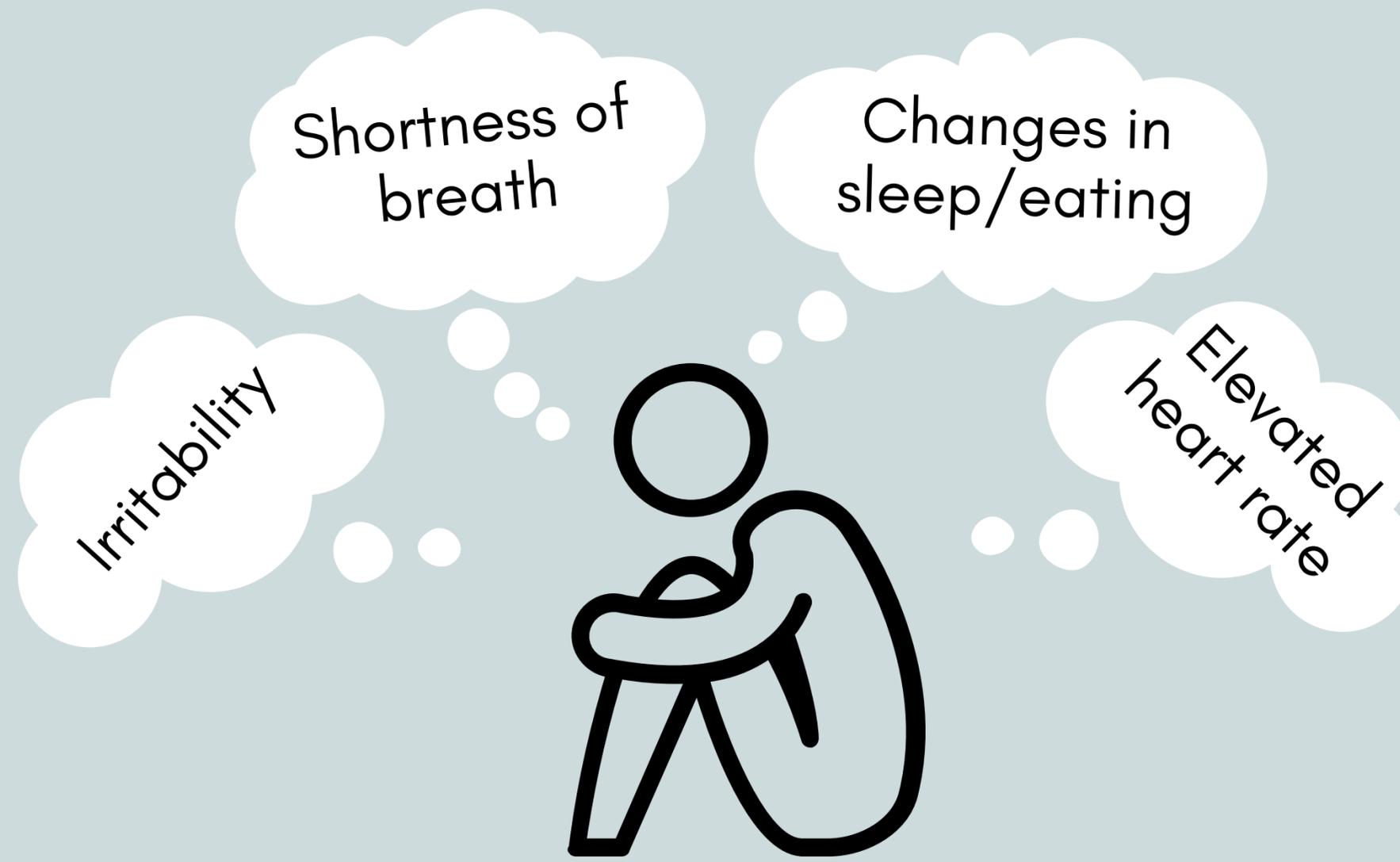


Mental illnesses are characterized by a **significant** amount of emotional distress in a person, associated with **persistent** impairment in daily functioning



ANXIETY

Anxiety is a mental health disorder characterized by excessive feelings of uneasiness, fear, dread & nervousness





ANXIETY & OCCUPATIONAL BURNOUT

- People with anxiety are more likely to experience occupational burnout
- Before experiencing burnout, people often undergo a period of intense anxiety (warning sign)
- Intense anxiety is specifically linked to experiencing emotional exhaustion, a key component of burnout
- Individuals are also more likely to experience anxiety after going through a period of burnout



DEPRESSION

Depression is a mental health disorder characterized by persistent feelings of low mood, sadness & loss of interest in activities once enjoyed

SYMPTOMS INCLUDE:

- Sudden bursts of anger
- Feeling hopeless/guilty
- Sleep disturbances
- Changes in appetite



- Fatigue
- Trouble focusing
- Physical pain
- Increased self-isolation



DEPRESSION & OCCUPATIONAL BURNOUT

- Burnout & depression have similar effects on a person's mental health, however burnout typically affects a person's work while depression affects all areas of life
- Often, burnout can lead to feelings of depression
- Individuals already struggling with low mood are more susceptible to burnout



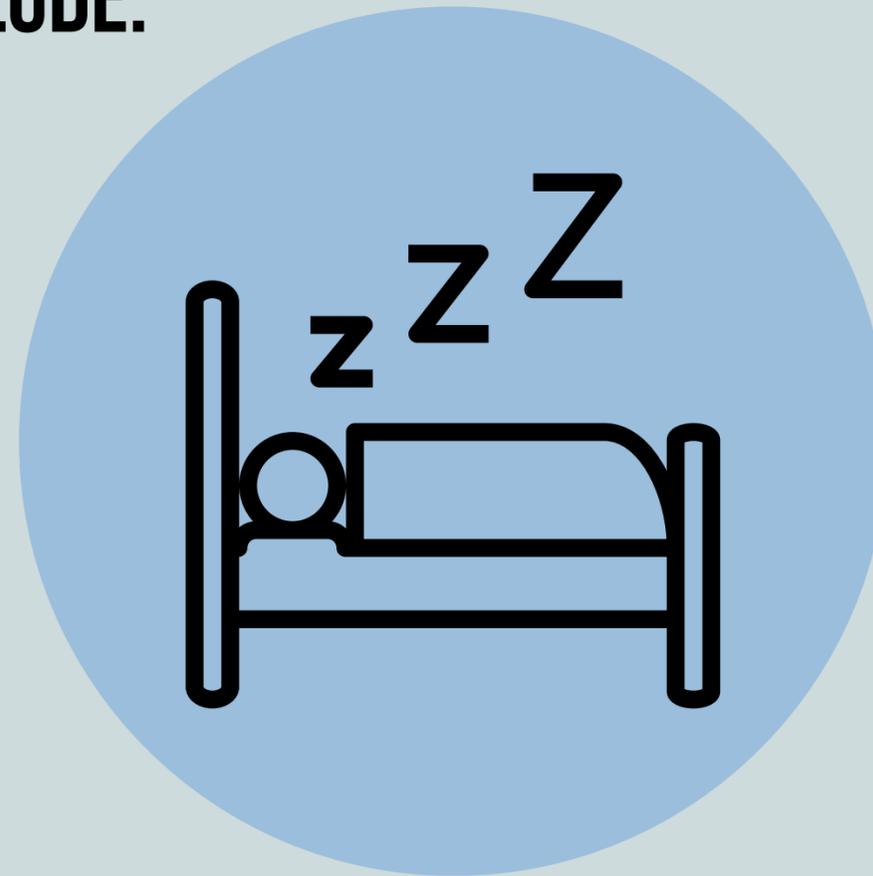


SLEEP CHALLENGES

Sleep disorders are one of the most common presenting problems of burnout, involving issues with the quality, timing & amount of sleep, resulting in impairment in functioning

SYMPTOMS INCLUDE:

- Trouble falling/staying asleep
- Irregular breathing during sleep
- Increased movements
- Increased nightmares





SLEEP CHALLENGES & OCCUPATIONAL BURNOUT



- During times of stress, changes in sleeping patterns (restlessness or insomnia) are often the first warning sign of burnout
- People experiencing burnout are also more likely to have fragmented or non-restorative sleep, worsening their overall mental state in the long run
- Sleep challenges can also trigger chronic hyperarousal, leading to or worsening symptoms of burnout



NERVOUS SYSTEM DYSREGULATION

Nervous system dysregulation occurs when there is an imbalance between the parasympathetic (relax signals) and sympathetic (arousal/warning signals) nervous systems leading to feelings of anxiety, depression & burnout

SYMPTOMS INCLUDE:

- Low energy levels
- Migraines
- Insomnia
- Chronic pain
- Gastrointestinal issues
- High/low blood pressure





PEOPLE PLEASING, EMPATHS & BURNOUT

People pleasers & empaths often feel that others value them based on their efforts and outcomes, making them more susceptible to experience burnout, especially at work

SYMPTOMS INCLUDE:



- Agreeing to things to appease others
- Taking on more responsibility than one can manage
- Disregarding own feelings



SENSORY PROCESSING SENSITIVITY

- Personal trait causing someone to be sensitive & easily over-aroused by daily stressors
- Notice slight changes in moods of people
- Increased sensitivity predisposes them to higher rates of burnout, as a result of being highly attuned to others' needs
- More likely to be overstimulated when a person is in this state for a prolonged period of time, leading to burnout



REFLECTION III: RECOGNIZING SYMPTOMS





PART IV: MANAGING OCCUPATIONAL BURNOUT





WELLNESS STRATEGIES

BUILDING HABITS



SETTING BOUNDARIES



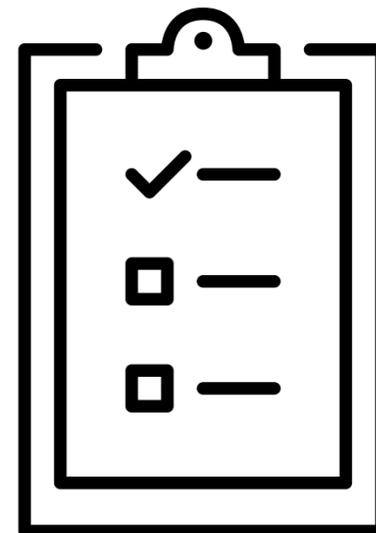
CARING FOR YOURSELF



ACCEPTANCE



BUILDING A ROUTINE



FINDING BALANCE





BUILDING HABITS

- Identify your goal
- Create a plan
- Celebrate consistency
- Allow flexibility
- Access supports





MAINTAINING HABITS

Monthly Habit Tracker

J F M A M J J A S O N D

Habit: _____

Day 1	Day 2	Day 3	Day 4	Day 5	Day 6	Day 7
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Day 8	Day 9	Day 10	Day 11	Day 12	Day 13	Day 14
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Day 15	Day 16	Day 17	Day 18	Day 19	Day 20	Day 21
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Day 22	Day 23	Day 24	Day 25	Day 26	Day 27	Day 28
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Day 29	Day 30	Day 31				
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>				

Color Legend:

- Complete
- Partially Complete
- Missed for Today

I'm proud of: _____

Daily Planner

Date: / /

Time Blocking:

7 AM	
8 AM	
9 AM	
10 AM	
11 AM	
12 PM	
1 PM	
2 PM	
3 PM	
4 PM	
5 PM	
6 PM	
7 PM	
8 PM	
9 PM	

To-Do List:

Mood Tracker:

Productivity Level:     

Doodles:

3 things I am grateful for:

- 1.
- 2.
- 3.

Notes:

Monthly Planner

Quote of the Month: _____

Month: _____

	M	T	W	T	F	S	S

Goals for the Month:

- 1.
- 2.
- 3.

Notes:

I am grateful for...   

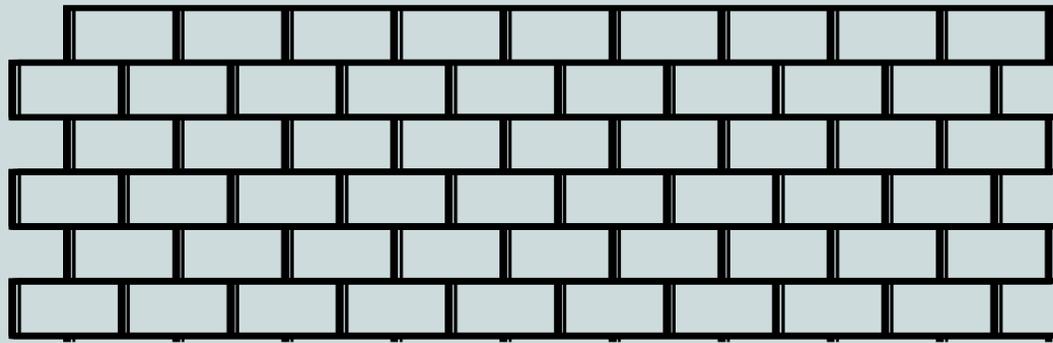
This month's rating.. ☆☆☆☆☆

Highlights of the Month:

Dates To Remember:

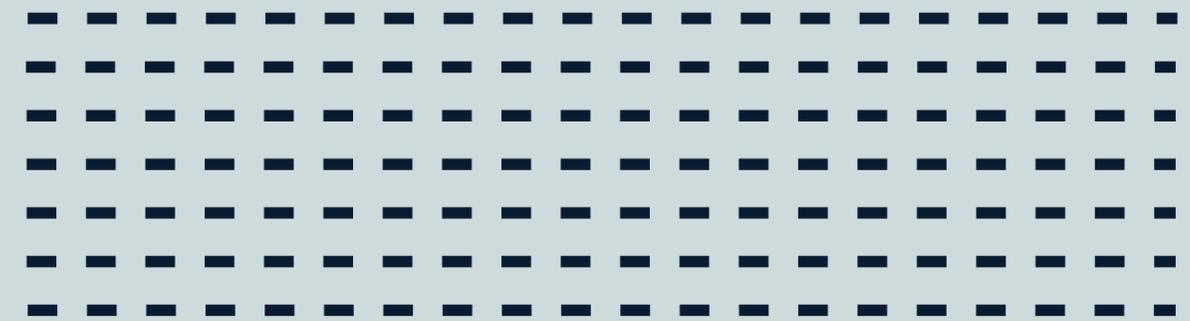


TYPES OF BOUNDARIES



RIGID BOUNDARIES

- Closed off or detached from others' views or opinions because we don't want to risk our independence
- Causes conflict or missed opportunities.
- Am I a brick?



POROUS BOUNDARIES

- Too much flexibility with others or with our goals and ideas
- Easily swayed or compromise often
- We take others' opinions over our own.
- Am I a sponge?



SETTING BOUNDARIES

NOTE!

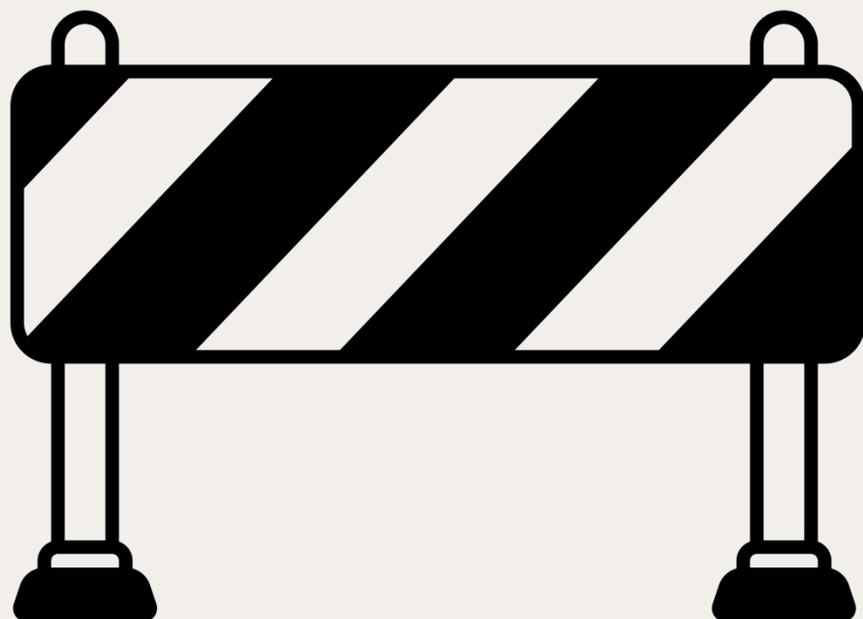
People pleasers are more likely to struggle with setting boundaries

Identify your limits: reflect on your interactions with others and what makes you feel uncomfortable.

Be specific: define what behaviours you will tolerate and what is unacceptable, don't be vague.

Communicate clearly: be direct and assertive when putting boundaries in place. Assertive not aggressive.

Adjust as needed: sometimes our needs change. Be willing to adjust boundaries as situations evolve.



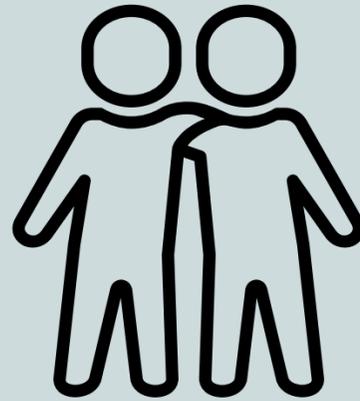


CARING FOR YOURSELF

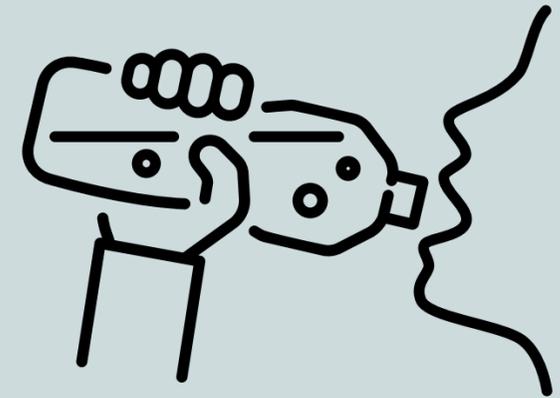
JOURNAL



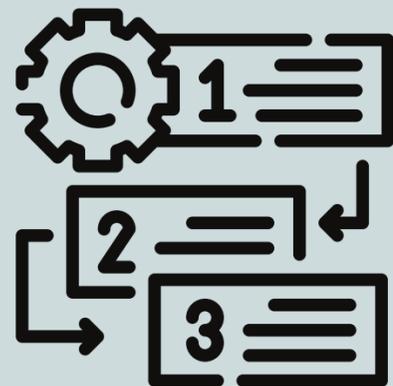
SHARE CONCERNS



HEALTHY HABITS



PLAN YOUR WEEK



STAY WELL RESTED



IDENTIFY TRIGGERS





RECOGNIZING TRIGGERS

- Reflect on emotional responses to different situations (at work, home, with patients, employees)
- Notice any physical reactions that arise when you are triggered
- Keep a log of where you are when triggered & notice any patterns that arise
- Find adaptive ways to cope with triggers, lessening its affect on you - RESPOND not REACT

TRACKING LOG

Date/Time:

Trigger:

Emotions:

Thoughts:

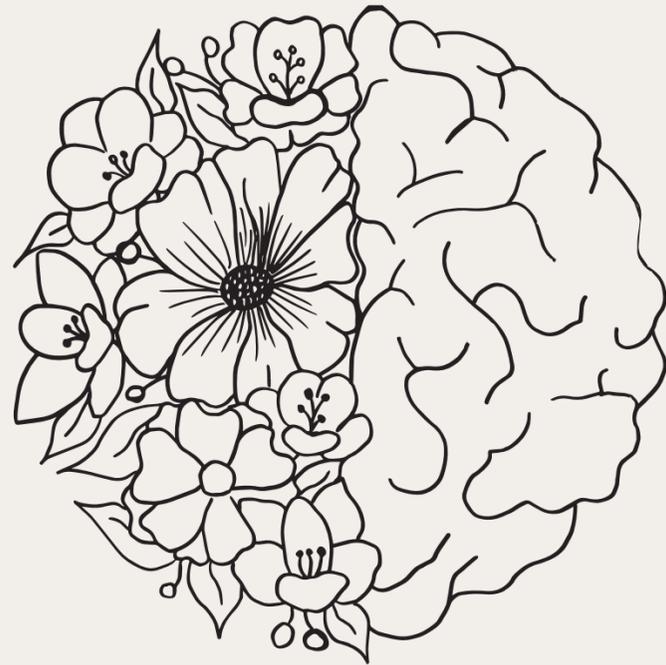
Actions:



ADAPTIVE VS. MALADAPTIVE COPING SKILLS

ADAPTIVE

1. Getting active
2. Spending time in nature
3. Inspirational Podcasts
4. Nourishing the body
5. Spending time with loved ones
6. Resting
7. Listening to music
8. Prayer or meditation
9. Seeing a therapist
10. Getting creative

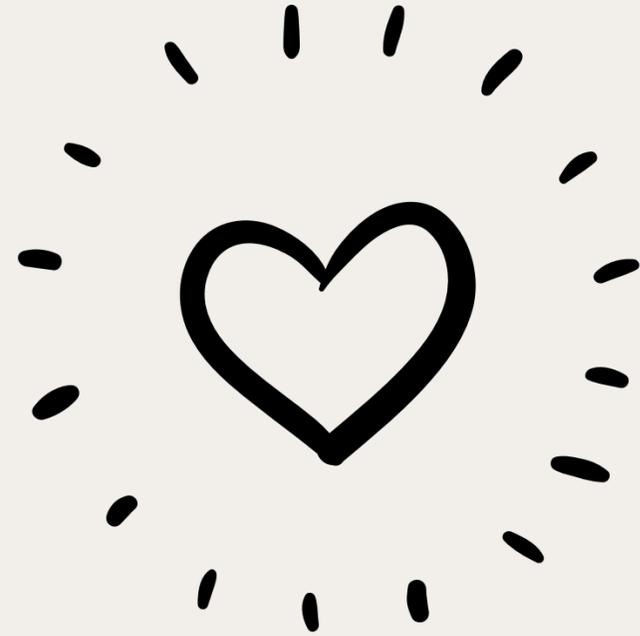


MALADAPTIVE

1. Substance misuse
2. Gambling
3. Mindless eating
4. Scrolling on social media
5. Social isolation
6. Self-harm
7. Avoidance
8. Overworking
9. Procrastination
10. Rumination



ACCEPTANCE



- Acknowledge the full range of emotions you are experiencing
- Notice what is in your control and what is out of your control
- Work to accept yourself as you are, acknowledging your strengths as well as your improvement areas
- Be aware of your limitations rather than pushing yourself, leading to burnout



PRACTICING ACCEPTANCE

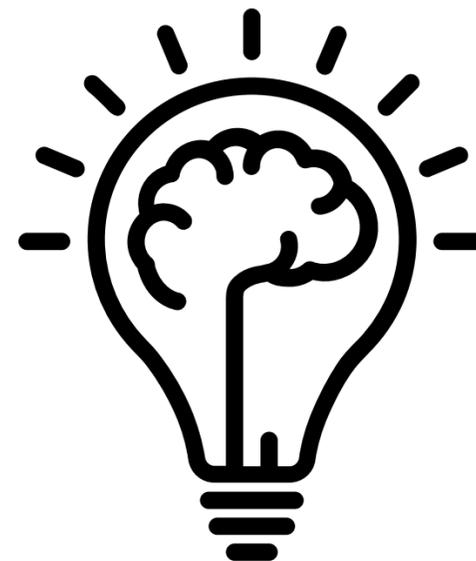
EMBRACE CHANGE

Accept that although it can be difficult, change is a part of life



PRACTICE MINDFULNESS

Bring awareness to your body by acknowledging your emotions without judgement



REDUCE SELF-CRITICISM

Let go of negative self-talk and actively work to replace it with positive & accepting language

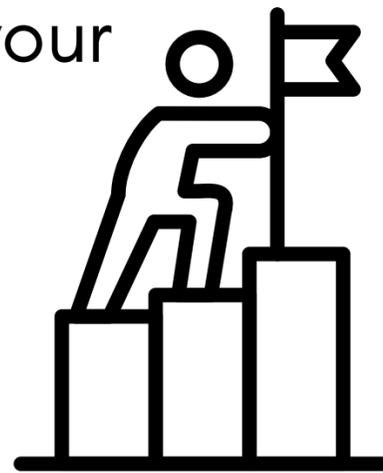




BUILDING A ROUTINE

SET GOALS

- Create specific short-term & long-term goals
- Be sure to incorporate these goals into your routine



PRIORITIZE TASKS

- Identify the most important tasks you want to accomplish
- Focus on tasks that help you reach your goals or upcoming deadlines



CREATE A SCHEDULE

- Allocate time slots for activities & obligations like work or personal commitments
- Use a planners to organize your schedule

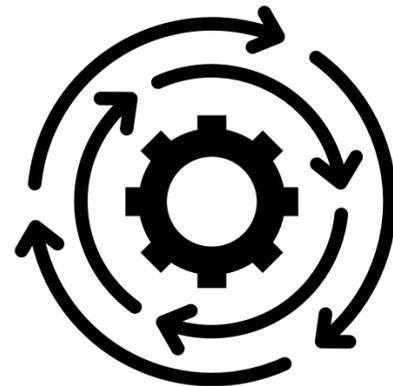




BUILDING A ROUTINE

STAY CONSISTENT

- Add one activity to your routine at a time
- The more consistent you are with your routine, the more efficient you will become!



TRACK YOUR PROGRESS

- Helps identify patterns in your behaviour
- Keep a record of your progress allowing you to look back at all you accomplished



REWARD YOURSELF

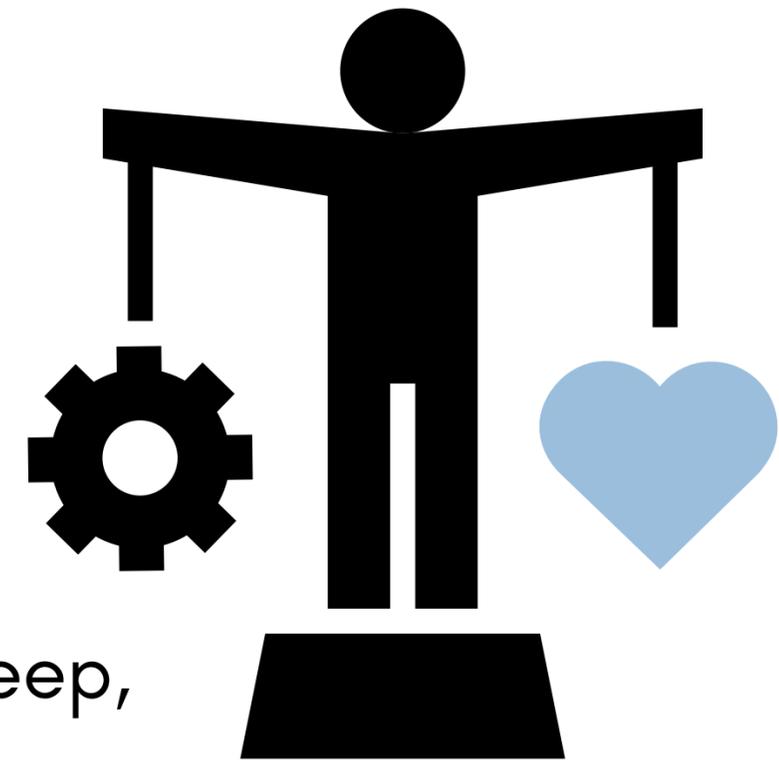
- Celebrate your progress by rewarding yourself for maintaining habits
- Acknowledging success helps increase motivation





FINDING BALANCE

- Scheduling breaks into your day increases job satisfaction, enhances productivity & reduces stress
- Delegate tasks at work & at home to help you save time
- Take time to re-evaluate your needs & adapt as required
- Dedicating time away from technology improves sleep, allows you to create meaningful interactions with others & boosts creativity





PRACTICING BALANCE



- **Disconnect:** When you're not working, avoid work-related activities and conversations. This separation allows you to fully engage in your personal life without distractions.
- **Schedule:** Allow for time in your week to be with loved ones. Blocking off time for yourself helps you feel recharged when coming back to work.
- **Support:** If things start to feel overwhelming, take a step back & identify someone in your life you can reach out to for support.

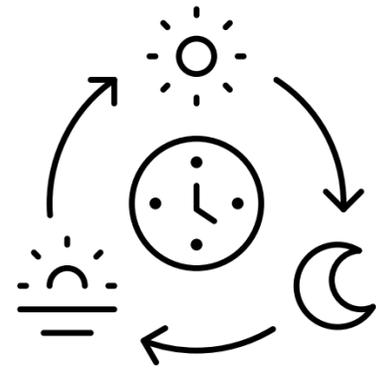


REGULATING THE NERVOUS SYSTEM

DECLUTTER



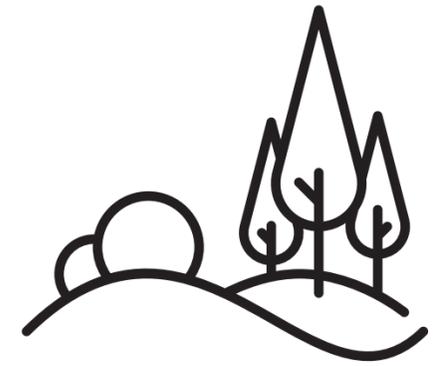
ROUTINE



BOUNDARIES



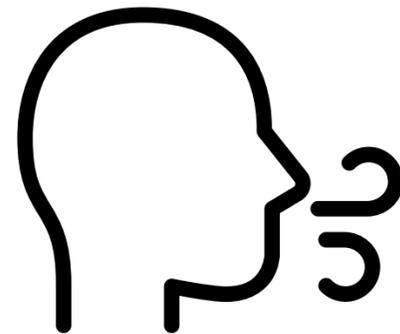
NATURE



EXERCISE



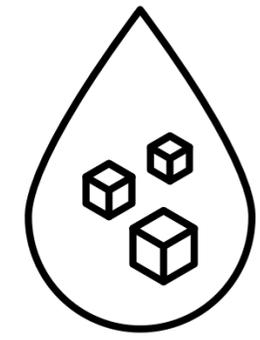
BREATHING



MINDFULNESS



BLOOD SUGAR



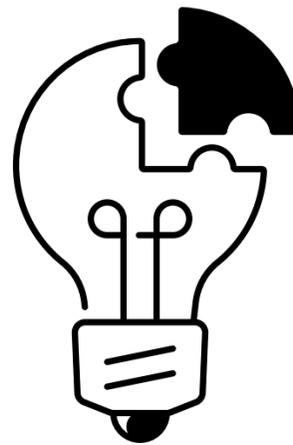


OVERCOMING PEOPLE PLEASING

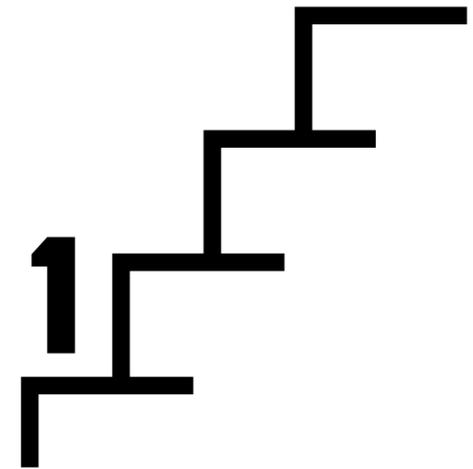
BE AWARE



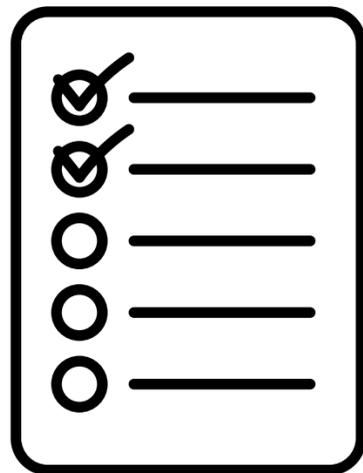
UNDERSTAND YOUR NEEDS



START SMALL



SET GOALS



NOTICE SELF-TALK

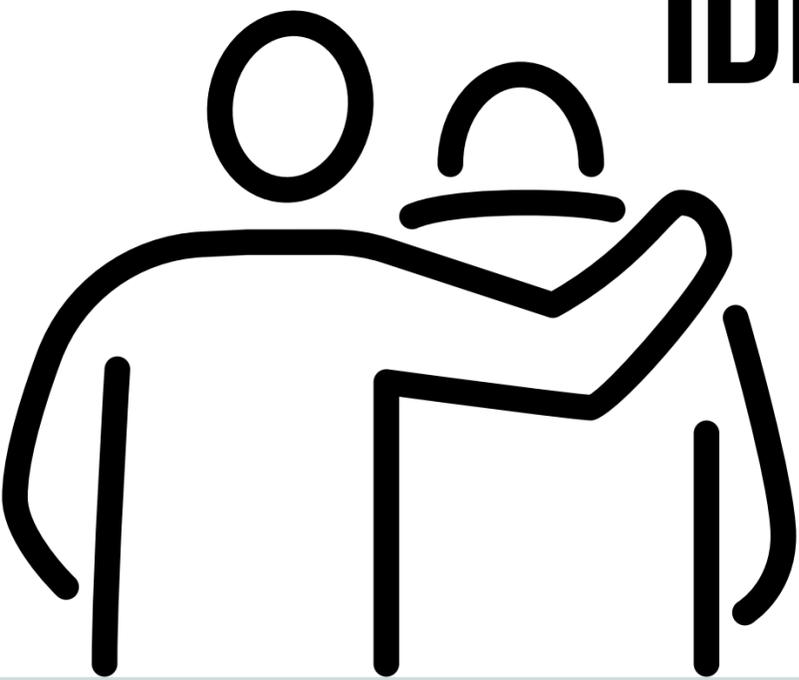


SEEK SUPPORT





REFLECTION IV: IDENTIFYING SUPPORTS & SKILLS





PART IV: MOVING FORWARD



IS IT TIME FOR SUPPORT?

Having more bad days than good

Experiencing changes in mood, sleep, appetite, etc.

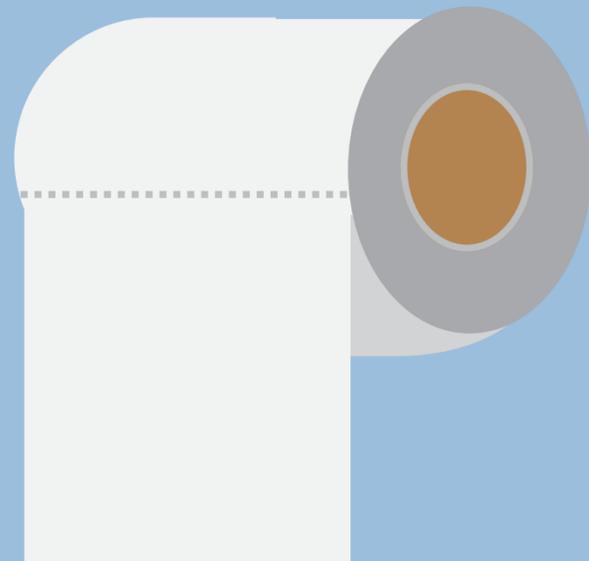
Left feeling on edge or stressed out

Practicing maladaptive coping strategies

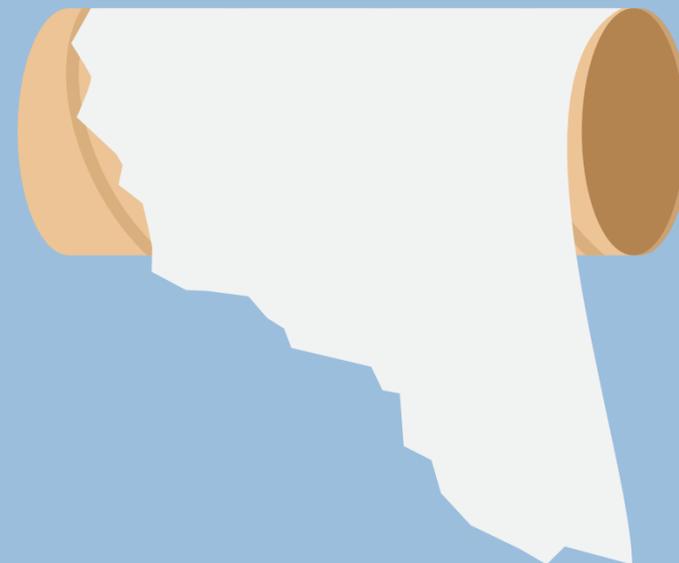


FOOD FOR THOUGHT

**WHEN WE SHOULD ASK
FOR HELP**



**WHEN WE ACTUALLY ASK
FOR HELP**





TAKE THE FIRST STEP

Scale back at work (if possible)

Make sure you treat yourself with kindness

Investigate and utilize different supports available

Listen to your primary care team

Engage in a conversation with loved ones





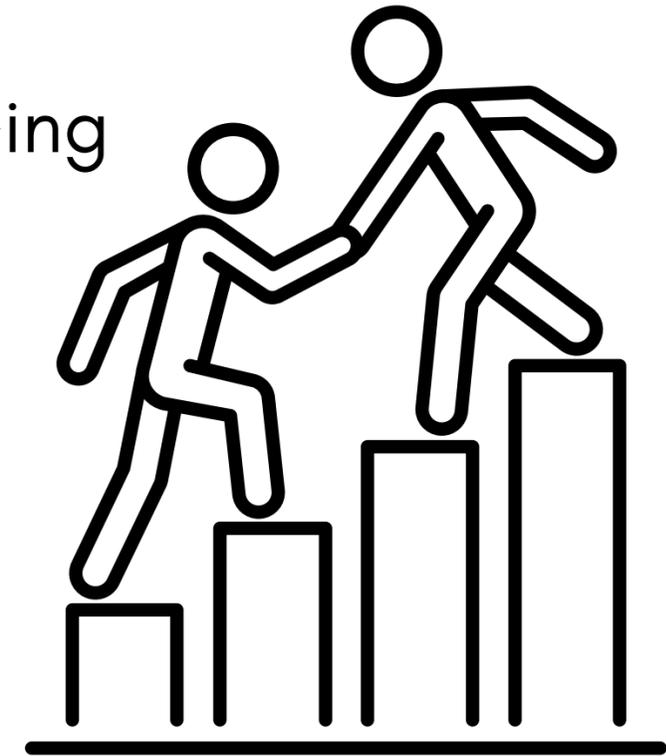
HOW TO SHARE WITH A LOVED ONE

Reflect on your thoughts & feelings

Explore who you can talk to about what you are experiencing

Allow for a time/place to have this conversation

Listen actively and think about what you want to say





QUICK 10 SUMMARY

1. Recognize changes in mood
2. Identify types of OB
3. Look for your tells
4. Understand your energy cycle
5. Acknowledge Mental Health needs
6. Check coping habits
7. Reassess routines and boundaries
8. Factor in down time and self-care
9. Challenge people-pleasing tendencies
10. Seek support when needed!



PODCASTS

- The Burnout Doctor Podcast
- Breaking Burnout Podcast
- Chronic Fatigue & Burnout Recovery
- Burnout Recovery
- Dental Digest
- Dental A Team Podcast

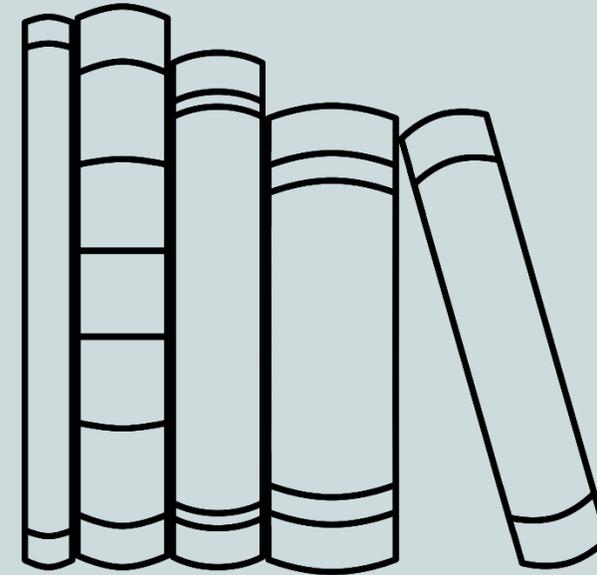


PEOPLE TO CHECK OUT

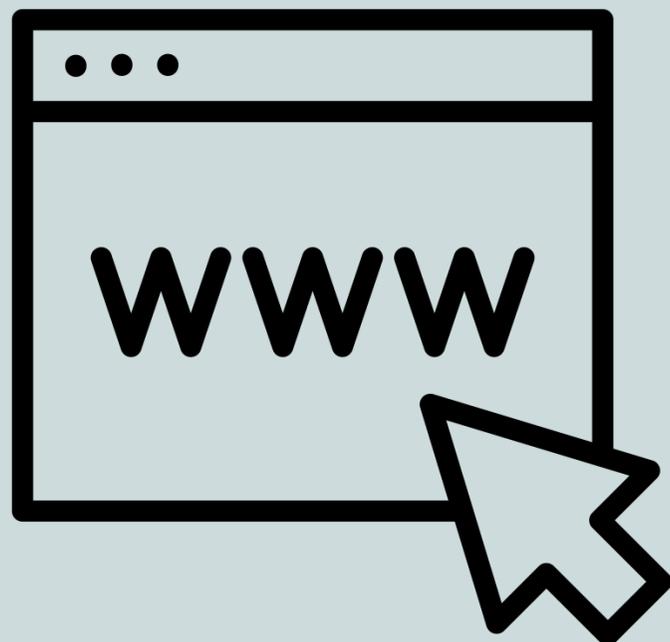
- @drmorgancutlip
- @thegmichelle
- @thepresentpsychologist
- @drflorinha
- @drjulie
- @myeasytherapy

BOOKS

- Burnout: The Secret to Unlocking the Cycle
- The Burnout Epidemic
- The Burnout Fix
- Managing Burnout in the Workplace
- Beyond Burnout: What to Do When Your Workplace Isn't Working For You



WEBSITES



- <https://www.helpguide.org/articles/stress/burnout-prevention-and-recovery.htm>
- <https://mentalhealth.mcmaster.ca/resources/mental-health-resources/burnout/>
- <https://decisionsindentistry.com/article/managing-burnout-perfectionism-dentistry/>



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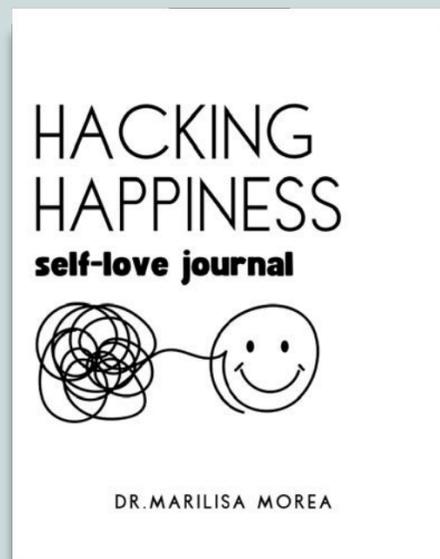
Google search: HopeWithDrM Etsy Shop



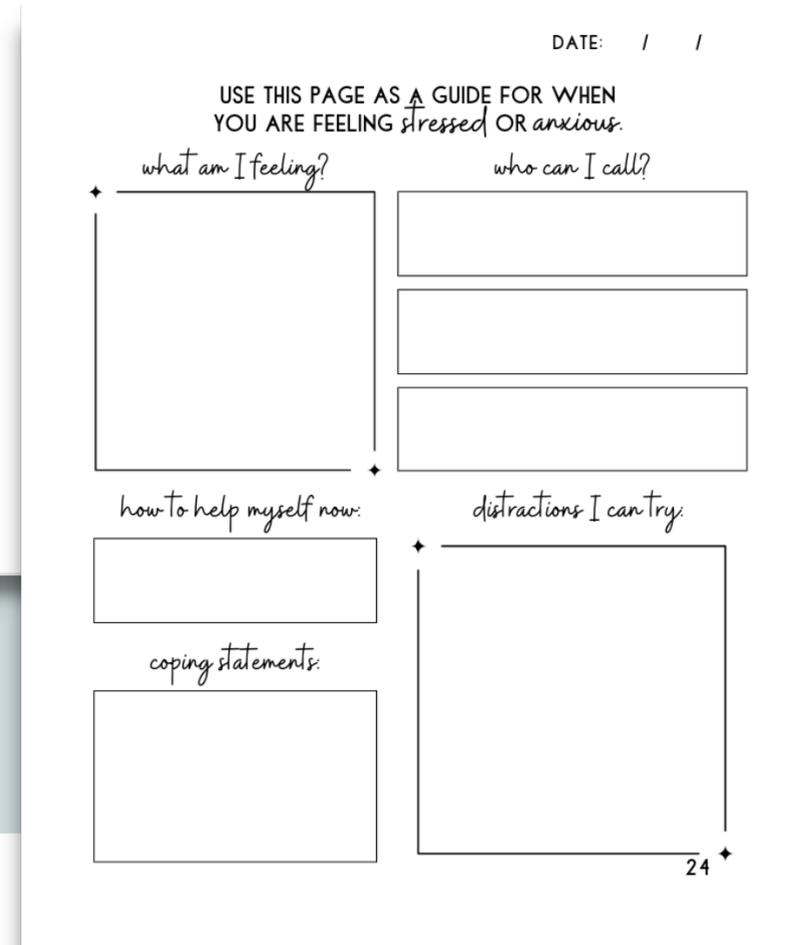
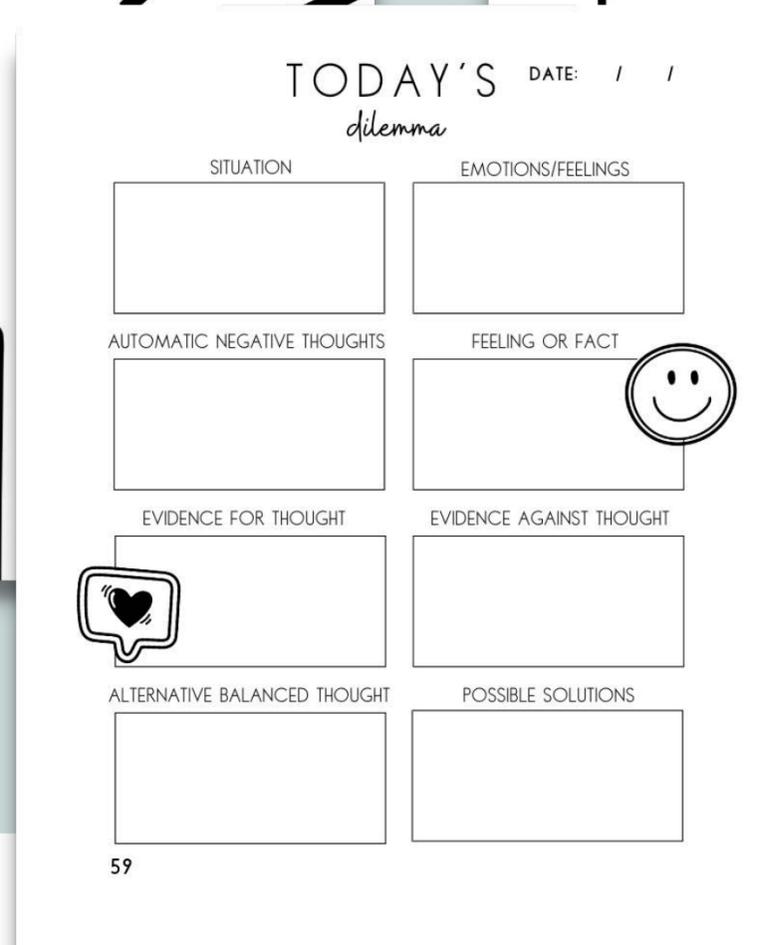
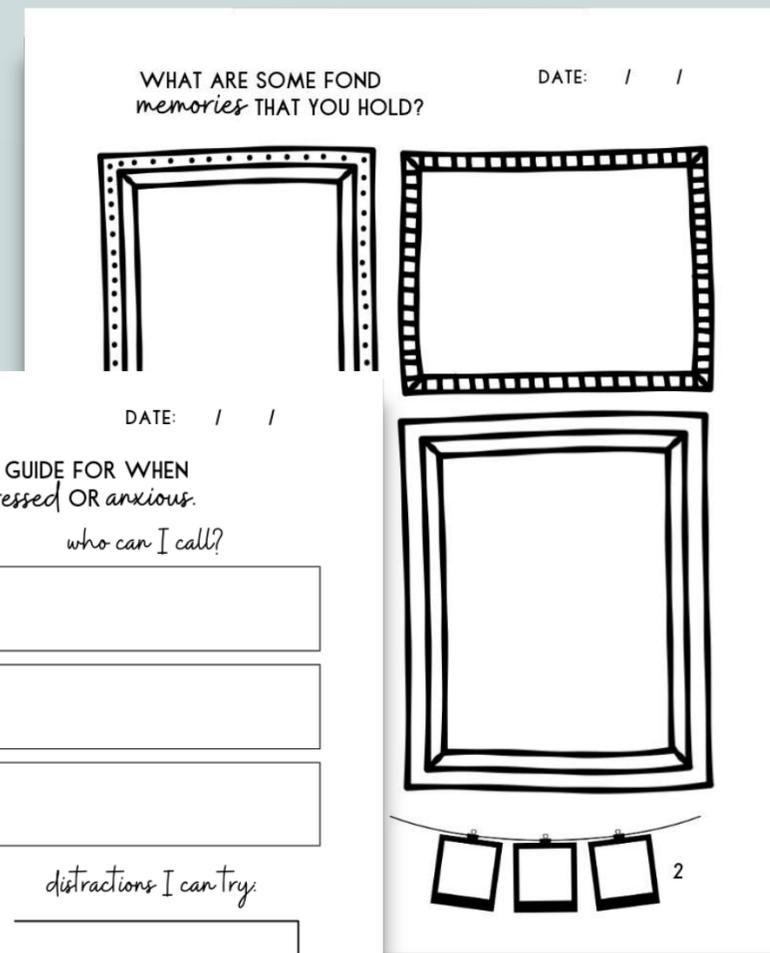
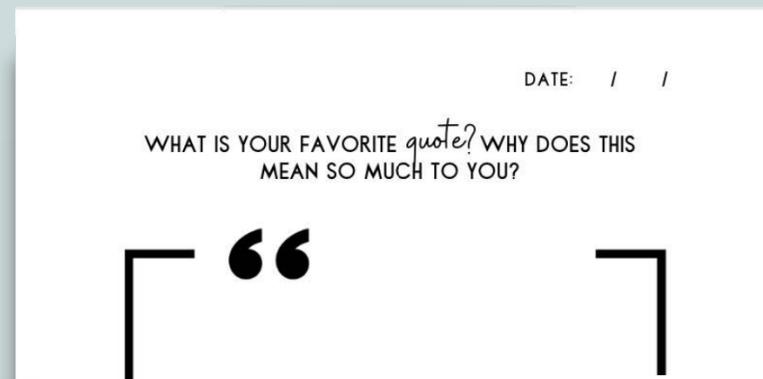
@dr.morea



JOURNAL SNEAK PEEK

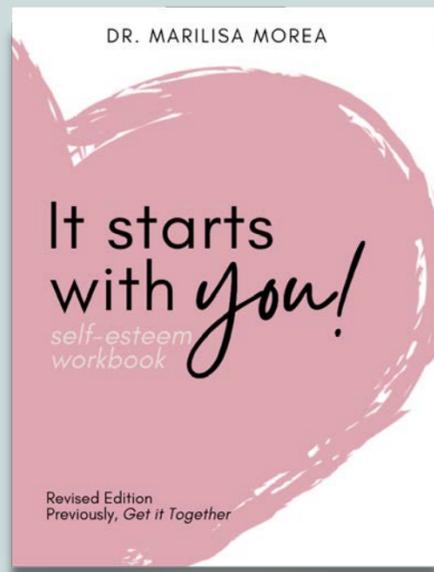


**AVAILABLE
NOW ON
AMAZON!**





WORKBOOK SNEAK PEEK



AVAILABLE
NOW ON
AMAZON!

LOVE LANGUAGES

Love language theory explains that the ways we appreciate bids of affection are also how we wish to express them to others. So, how can we apply this to ourselves? Let's review each of the love languages and identify how this can translate to self-love.

ACTS OF SERVICE	Doing things for yourself to help with routine & structure. Creating more balance in your life	<ul style="list-style-type: none"> • Declutter your space • Create a list of goals • Donate to charity • Organize your bedroom
RECEIVING GIFTS	Feeling joy when buying gifts for yourself or treating yourself without the guilt	<ul style="list-style-type: none"> • Book a new class • Buy something you've been putting off • Order takeout
QUALITY TIME	Carving out time to enjoy or find peace	
WORDS OF AFFIRMATION	Saying kind & loving words to yourself, being your biggest cheerleader, recognizing your strengths	
PHYSICAL TOUCH	Things that fuel you and make it feel strong	

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GRATITUDE

There is a lot of recent information about the idea of **gratitude** and its role in mental health. And to be honest, for good reason. Positive psychology teaches us that shifting to a more positive mindset can have various benefits to overall health and well-being. This suggests that if we focus on the things in life that are working out, we are more likely to recognize the positive things that should be or are coming our way as well.

One way to shift a negative mindset is to practice gratitude. Gratitude is defined as the ability to be thankful, and a readiness to show appreciation. It's acknowledging and being mindful of the things we have in our lives and appreciating them, even if they do not fulfill a total list of desired items.

SELF-NURTURE

You noticed, perhaps, that what we explored in the questions above were related to things about your identity and life that you don't normally and naturally think about. And because of that, it may have taken a while to answer them.

When we are used to focusing on the negative aspects, shifting that focus can be challenging at first. Yet, had the questions been less positive, they may have been easier to answer. This is because, as we learned in the first section of this workbook, we have a lot of engrained and automatic thought traps. And the only way that we change them is by practicing and making a conscious effort to re-train our brains to focus on the positives, too. Our goal is not to get rid of the negative thoughts, because that will happen naturally over time as we become stronger. Our goal instead is to lower the volume on the negative thoughts so that they don't have so much power over us anymore. We do this by building our toolkit with positive thoughts, by completing exercises like the one we just completed.

Explore a few more questions below. Go ahead and give them a go.

1. Do you celebrate your successes? If so, how? If no, why not?

2. How do you respond when you receive a compliment?

Perhaps these were a bit easier to respond to. That because it's easier to respond, "I don't really celebrate my successes", and "I dismiss compliments", than it is to come up with a list of things you love about yourself. Take a look at the following list for some ways that you can celebrate your successes and accept compliments.

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SELF-DISCOVERY QUIZ

What is one thing that brings me pride?

What scares me the most right now?

What is something I find inspiring?

What is something that brings me joy?

back to others?

do more of?

do less of?

best?

getting to me?

MIND TRAPS & self-esteem

There are a variety of mind traps that impact our self-esteem. A **mind trap** can create self-doubt and insecurities. They can also breed limited and narrow thinking, which substantially impacts how we choose to live our lives. We will explore different types of mind traps: thinking traps, growth and fixed mindsets, and imposter syndrome.

THINKING TRAPS

Cognitive Distortions or **thinking traps** are one of the biggest sources of low self-esteem. Thinking traps are ways that our brain gets caught in negative cycles, or ongoing errors in our thinking patterns. You can think of them as super automatic negative thoughts (remember those from earlier). They challenge our way of thinking in a negative way, creating a "glass half empty" perspective.

did you know? There are 10 cognitive distortions we will look at that are most commonly associated with low self-esteem.

fun fact Making your bed each morning will help you feel more productive, improving your confidence?

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THANK YOU!
QUESTIONS?



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