



# Recognizing Burnout and Completing Your Stress Cycles

Keynote:

Michigan Speech Language Hearing Association

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WE ARE NOT  
DONE WITH  
**HARD.**

WE NEED SKILLS TO  
HELP **NAVIGATE** THE  
HARD.





**Study: Majority Of U.S. Population  
One Disappointing Sandwich Away  
From Complete Mental Breakdown**

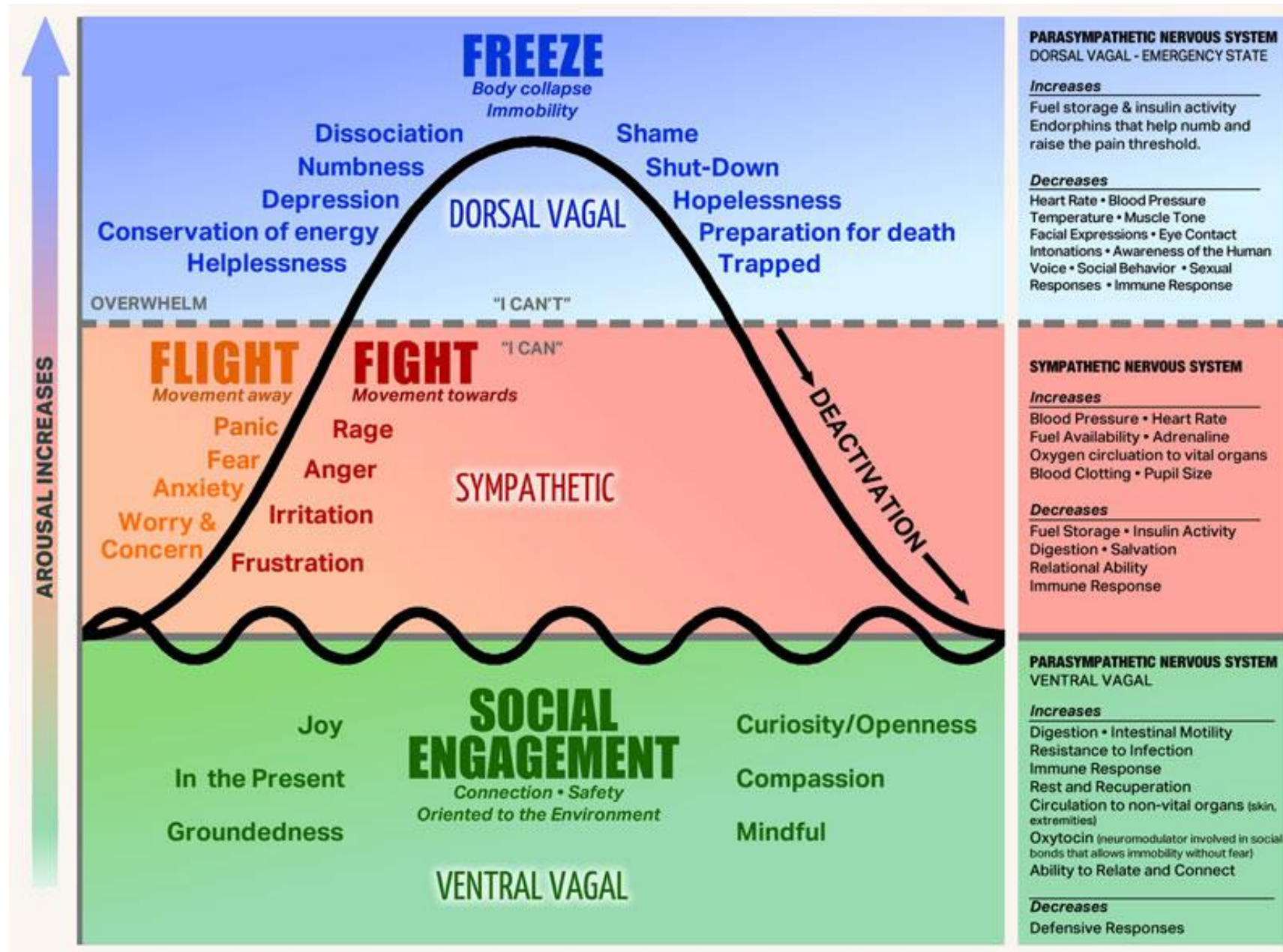


## You may have a severe case of terminal uniqueness

- Thinking you are the only one that is having a really hard time these days.
- Isolating inside “the hard” instead of maintaining a sense of common humanity.

<https://www.theonion.com/study-majority-of-u-s-population-one-disappointing-sa-1847629805>





# The 3 Elements of Burnout



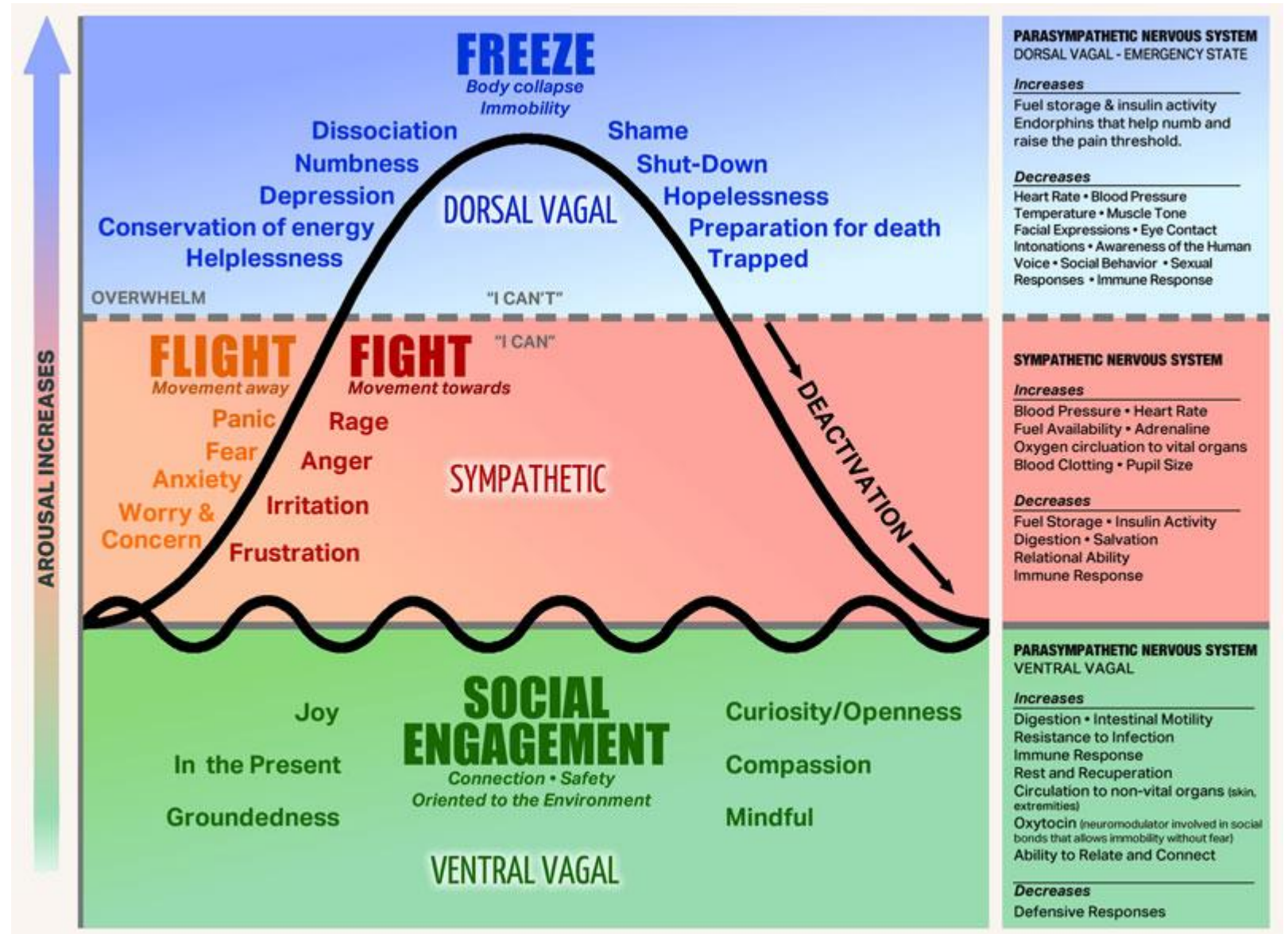
BURNOUT: THE SECRET TO UNLOCKING THE STRESS CYCLE  
– EMILY NAGOSKI, PHD AND AMELIA NAGOSKI, DMA (2019)

1. Emotional Exhaustion  
Carrying too much for too long
2. Depersonalization  
The depletion of empathy, caring, and compassion
3. Decreased Sense of Accomplishment  
An unconquering sense of futility: feeling that nothing you do makes any difference

## 5 Guiding Questions

1. What is the level of my stress?
2. How do I know? (look to map)
3. Is this level of response helping me?
4. Can I bring in a practice to help me settle?
  - Orienting to the present moment
  - 3 breath reset
  - Settling the breath
  - Butterfly hug
  - Arm swipe
  - Vagal nerve reset
5. How do I know it is working?

<https://themovementparadigm.com/how-to-map-your-own-nervous-system-the-polyvagal-theory/>

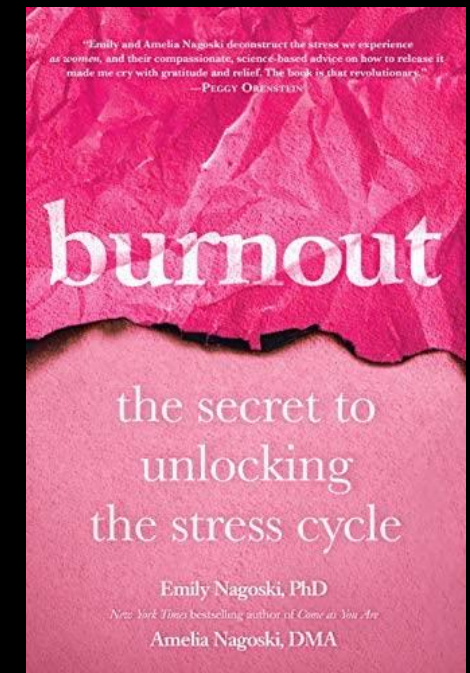






# COMPLETING YOUR STRESS CYCLES

<https://brenebrown.com/podcast/brene-with-emily-and-amelia-nagoski-on-burnout-and-how-to-complete-the-stress-cycle/>



WHEN WE HAVE A SUPER  
STRESSFUL MOMENT AND OUR  
NERVOUS SYSTEM KICKS INTO  
FIGHT / FLIGHT / FREEZE

IT IS KIND OF LIKE SLAMMING  
ON THE BRAKES FOR SAFETY.

Once the stressor is taken care of, we  
don't go back and intentionally  
complete the stress cycle.





# FIGHT

irritated, annoyed, frustrated, angry, irate, or enraged

# FLIGHT

Unsure, worried, anxious, scared, frightened, or terrified

# FREEZE

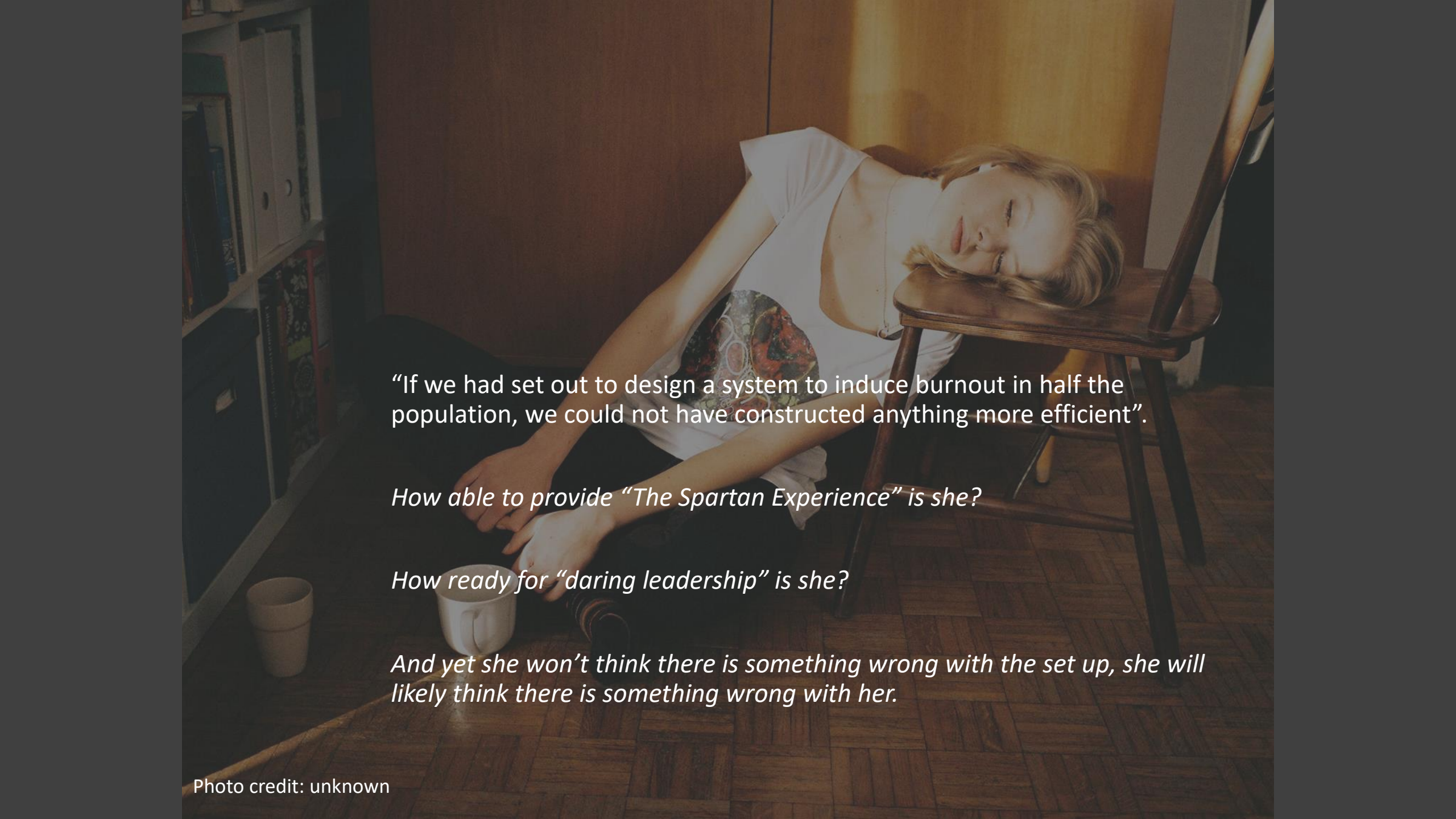
Shut down. Numb. Immobilized. Disconnected. Petrified. Disengaged from the world, sluggish, like you don't care or nothing matters. You feel...outside.



# Reasons we get stuck inside the stress

1. Chronic Stressor
2. We confuse completing the stressor with completing the stress cycle
3. Safety
4. Social Appropriateness
5. Human Giver Syndrome






"If we had set out to design a system to induce burnout in half the population, we could not have constructed anything more efficient".

*How able to provide "The Spartan Experience" is she?*

*How ready for "daring leadership" is she?*

*And yet she won't think there is something wrong with the set up, she will likely think there is something wrong with her.*





And he may think he is losing  
his grip

And he will likely hide it, stuff it,  
tell himself to get over it, buck  
up, numb it out, and not allow  
himself to talk about it or get  
any decent kind of support.



# Why it is important to complete the stress cycle

“you have to **DO SOMETHING** that **SIGNALS** your body that you are **SAFE**, or else you’ll stay in that state, with neurochemicals and hormones degrading but never shifting into relaxation.

Your digestive system, immune system, cardiovascular system, musculoskeletal system, and reproductive system never get the signal they are safe.”





# Why it is important to complete the stress cycle

“the threat is gone, but your body is still in full action mode, because you haven’t done anything your body recognizes as a cue that you are safe. **Your body is just stuck in the middle of the stress response.**”

Just telling yourself, “you’re safe now, calm down,” doesn’t help.

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# Why it is important to complete the stress cycle

Addressing the stressor does not mean you have addressed the stress itself. **Your body is soaked in stress juice, just waiting for some cue** that you are now safe from the threat and can relax

## Acknowledge, Honor, Release

**“we are not built to live in this state. If we get stuck there, the physiological response intended to save us can instead slowly kill us.”**





Remember to  
“complete your stress cycles”

- ☐ Physical Activity
- ☐ Breathing
- ☐ Positive Social Interaction
- ☐ Laughter
- ☐ Affection
- ☐ Crying/Sobbing
- ☐ Creative Expression
- ☐ Engagement with Something Larger
- ☐ Other suggestions

**Stress  
Mitigation  
Practices**

ACKNOWLEDGE  
HONOR  
RELEASE  
RELAX  
REFLECT  
RESOLVE

THE 6-WORD FRAMEWORK FOR  
RESILIENCE PROVIDES A SCAFFOLDING TO  
HELP YOU EFFECTIVELY NAVIGATE HARD  
TIMES WHILE ENHANCING AND  
PROTECTING YOUR PHYSICAL,  
EMOTIONAL, AND MENTAL HEALTH.







Creator: Natacha Pisarenko | Credit: AP

Listening to our wisdom, helps us find our way back

acknowledge  
honor  
release  
relax  
reflect  
resolve

Creator: Natacha Pisarenko | Credit: AP



ACKNOWLEDGE  
HONOR  
RELEASE  
RELAX  
REFLECT  
RESOLVE

# WE HAVE A HABIT OF RESISTING WHAT IS.

- Most psychological suffering is caused by **resistance**.
- People resist **“unwanted personal experiences”**.
- **We try to control everything** to avoid a future unwanted personal experience. We even try to resist unwanted personal experiences we are already having.

## GOAL:

Develop the practice of noticing and dropping resistance and resentment





ACKNOWLEDGE  
HONOR  
RELEASE  
RELAX  
REFLECT  
RESOLVE

It is what it is.

Given that it is what it is,  
Who do I want to be and how  
do I want to move forward?

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