

Toolbox Talk:

Stress Management and Burnout

Overview

- According to a [2022 study by the American Psychological Association](#), 72% of U.S. adults have experienced stress so severe that it impacts their health.
- If left unchecked, stress can lead to issues like burnout; trouble sleeping; depression; or serious health conditions like high blood pressure, heart disease, or stroke.
- The good news is that stress management is relatively easy to address. Talking about it regularly helps normalize stress management and helps employees identify healthy coping strategies.
- This Toolbox Talk includes:
 - Why it's important to talk about stress management.
 - Questions to facilitate a discussion around stress management.
 - Information on the Youturn Health program and how to access it.



Discussion Points

Why We're Talking About Stress

- Everyone feels stress, it's a normal part of life.
- If not managed properly, it can lead to major health consequences like heart disease or stroke. Or you can turn to less healthy ways to cope like drugs or alcohol.
- Simply ignoring stress won't make it go away. In fact, if you leave stress unchecked, it can cause burnout, which is a feeling of total exhaustion.

Some Simple Stress Management Techniques –

- 3 Good Things: This helps you identify and focus on the positives in life. At the end of each day, write down three good things that happened. Commit to doing this for 30 days and commit to not repeating yourself.
- The Free Three: Engage in these things daily to help manage stress:
 - Get out in nature for 15 minutes a day.
 - Listen to music: Pick a song that you love.
 - Laugh: Find something that gives you a big belly laugh (e.g., a quick video, a funny movie).
- Breathing exercises: This is a quick one. Take 10 deep breaths. It only takes about 90 seconds and can help your body release stress.



Important Questions – Let’s Talk About Stress

Note to Trainer: *These are meant to facilitate a discussion with the goal of letting people know it's okay to talk about feeling stressed and burned out.*

- What are some things that can cause stress?
- What are signs that someone may be feeling stress or burnout?
- What stress management techniques work for you?

Youturn Health – Help for Stress and Burnout

- Our company has partnered with the AGC and Youturn Health to offer support for stress.
- Both you and your family members can use Youturn Health for free.
- Youturn Health is a confidential program. They do not report back to us on who uses their services.
- For more on stress and burnout from Youturn Health:
 - Download the Youturn app.
 - Tap *Sign Up* and use COBa1116 as the partner code.
 - Tap *Resources* and then *Youturn Educational Videos*. Check out the *Stress Management* and *Burnout and Mindfulness* courses.



Additional Stress Management Resources

Note to Trainer: *Be sure to also include any additional resources/tools/education your company offers during this Toolbox Talk.*

Resource Examples:

- EAPs - How can an employee access them and are they confidential?
- Employee groups that foster community and/or hobbies (e.g., book groups, movie groups)
- Gym/yoga discounts or reimbursements
- Flexible scheduling