

Beat the burnout and rise above

Transforming your wellbeing
for sustained success

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Still Wellness

FQQQ
CONGRESS
2023 ADELAIDE NOVEMBER 20-22

92% of serious mental health concerns in the workplace are attributed to work related stressors.

These conditions cost Australian businesses **\$10.9 billion per year.**

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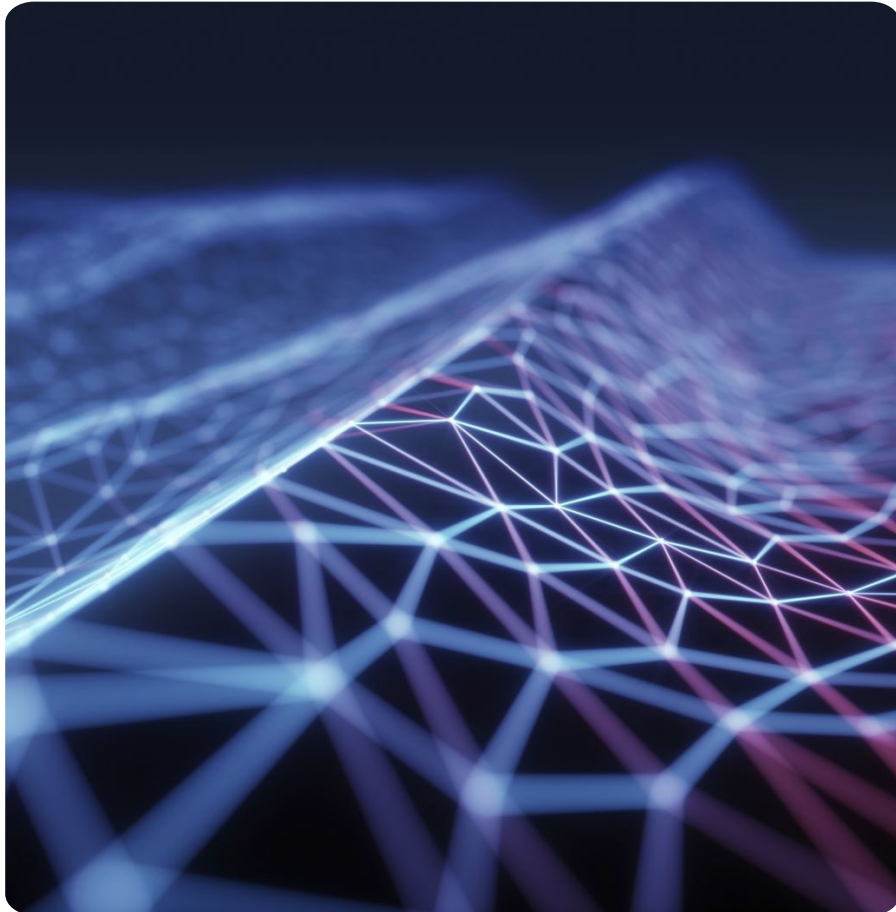
Main factors fuelling burnout

50% being overworked

34% not being able to switch off/disconnect

31% not feeling connected to/supported by their team

Financial Adviser Statistics



73% experiencing high levels of Burnout from work

33% seeking medical care to manage their health symptoms caused by stress of the role.

61% have poor sleep due to stress

Characteristics of Financial Advisers who were flourishing?



Psychological Flexibility



Psychological Capital – confidence/efficacy, hope, resilience & optimism



Adaptive performance



Prioritised their health and wellbeing



Support network - Engaged industry support



What is Stress?

Stress is the mechanism by which our bodies and minds respond to a challenge.

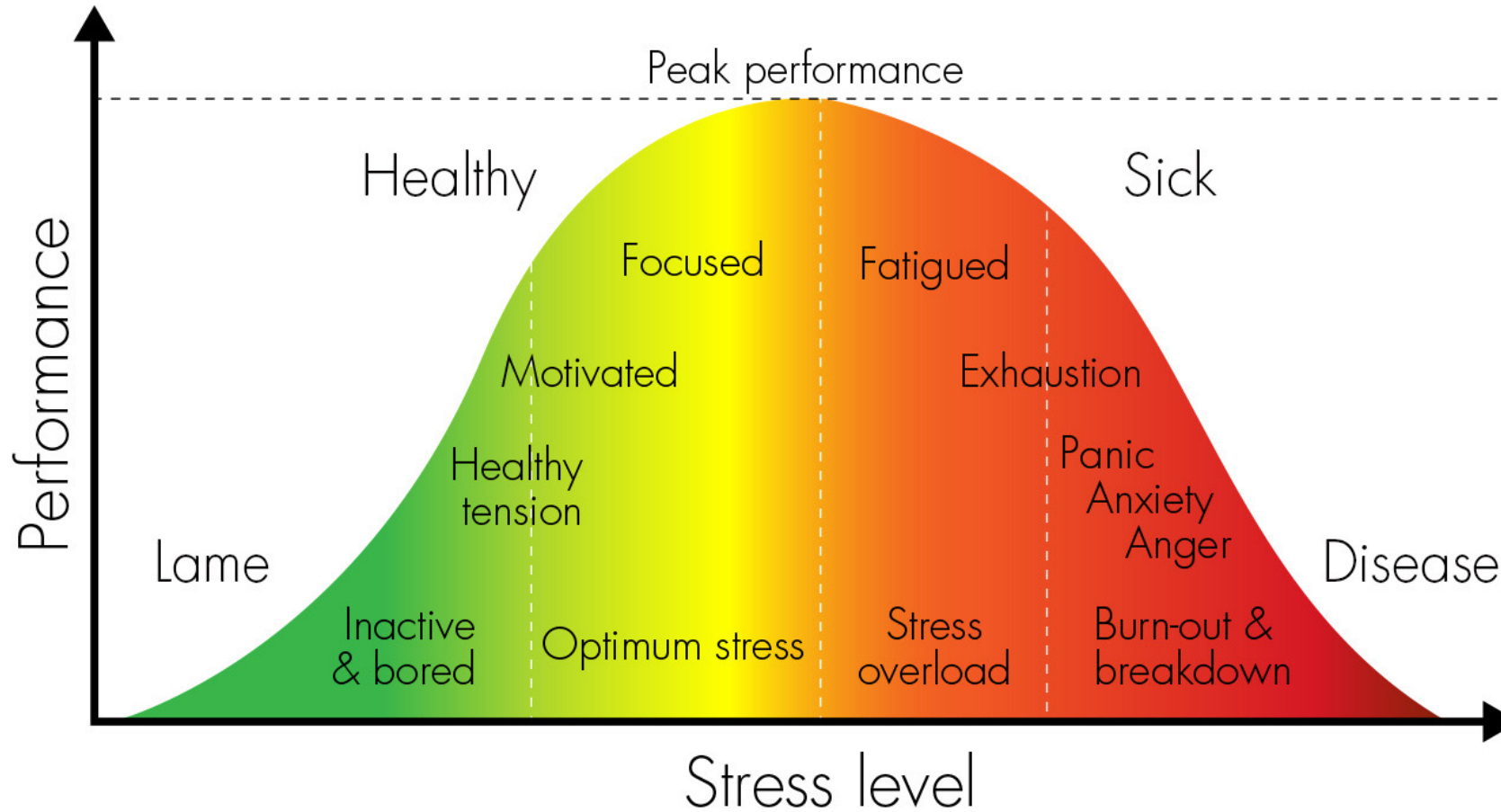
What is Positive Stress?



What is Negative Stress?



Stress Performance Curve



What is Burnout?



3 Red Flags of Burnout



Feelings of energy depletion and exhaustion



Negative feelings, cynicism and a desire to distance oneself from work



Reduced professional efficacy

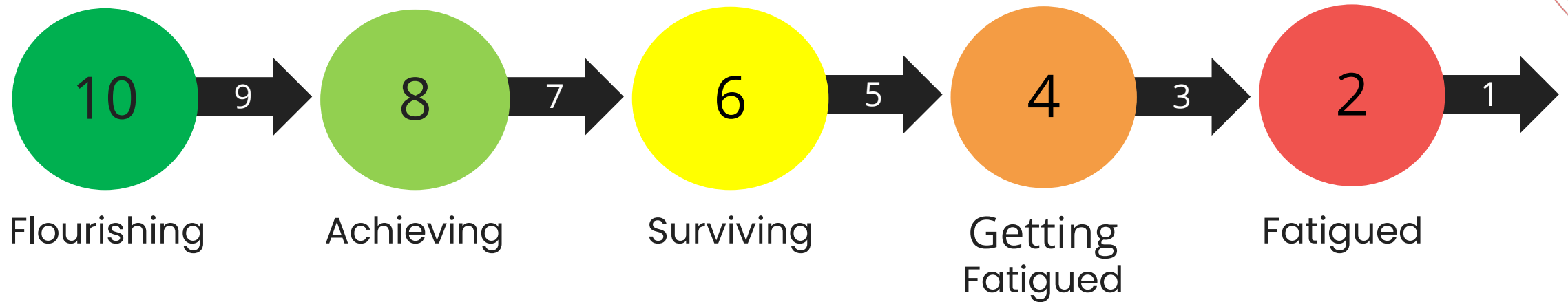
Personality and Behavioural Traits

Perfectionistic
Personality Style

Inability To Say
No

Type A
Personality

Fatigue vs Flourishing Continuum



Source: Dr Paul Wood – Mental Fitness 2021



Are you Ready to Poll?



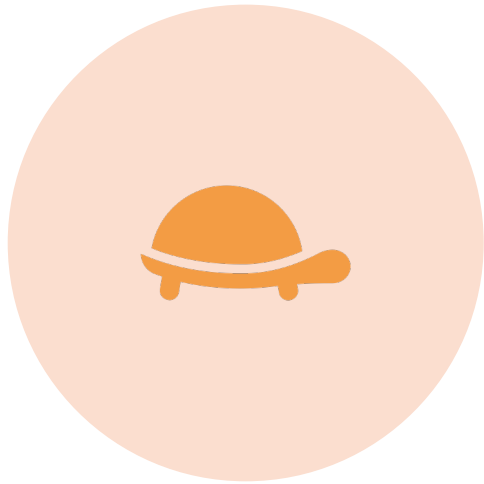
Poll Question

Think about the last 3 months and map yourself where you have spent the majority of your time. Choose a score between 1-10.

- 9-10 FLOURISHING (High performing, Active, Capacity to do more, rarely sick)
- 7-8 ACHIEVING (Motivated, Enjoying what you do, occasionally sick, tired and/or forgetful, occasional pick me ups)
- 5-6 SURVIVING (Managing most things but a few balls dropped, Reactive living, Often grumpy, tired or disinterested, Use of crutches like alcohol)
- 3-4 GETTING FATIGUED (Not meeting responsibilities, Disengaged, Sick a lot, Relationships suffering, significant distress)
- 1-2 FATIGUED (Lost perspective, Feeling hopeless, helpless & purposeless, Constantly overwhelmed, Withdrawn)



Proactive 3 step process to prevent burnout



CATCH IT



CHECK IN



TOOL UP

Catch it



Physical

- Frequent headaches/muscle pain
- Exhaustion, lowered immunity
- Sleep disturbances
- Low libido, appetite changes



Mental/Behavioural

- Anxiety & feeling overwhelmed
- Depression or low mood
- Withdrawing from others
- Dread going to work
- Using food, drugs, alcohol to cope



Cognitive

- Memory problems
- Brain fog
- Impaired performance
- Difficulty planning &/or making decisions



Emotional

- Anger, frustration, irritability
- Disengagement/apathy
- Cynical & negative outlook
- Sense of failure & self-doubt
- Feeling helpless, trapped & defeated

Check In



How do you do a check in for yourself?



What are the signs and signals you are noticing?



Tools – Fatigue vs Flourishing Continuum



How is your sleep, exercise, nutrition?



Are you connected to your values?



Leaders – How do you do a check in with your team?

Tool Up & Take Charge



Strategies to help recovery and prevent chronic stress and burnout.

Foundations of Health & Wellbeing



Sleep

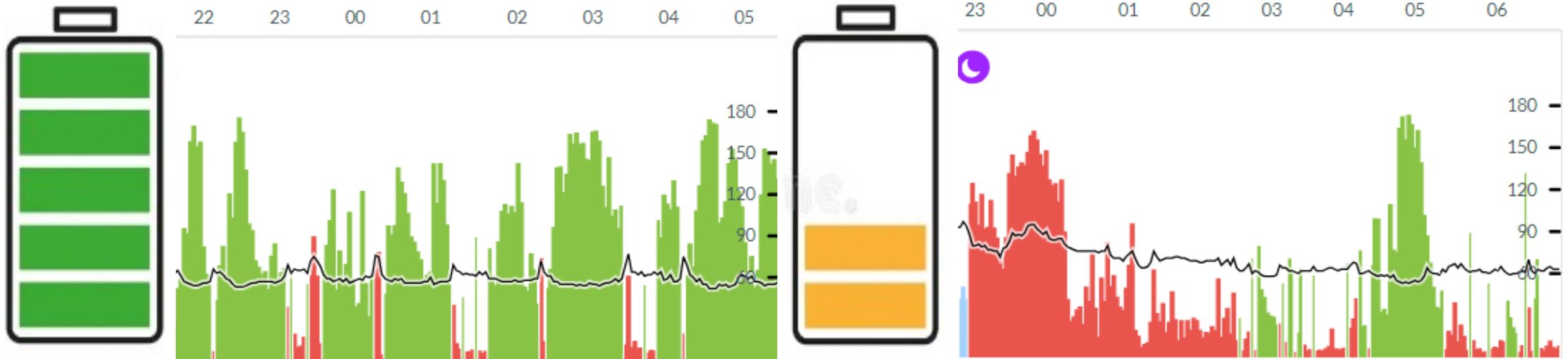


Movement



Nutrition

Sleep data



Pause

- Breath
- Mindfulness
- Meditation
- Nature
- Relaxation





Mindfulness Technique

Stop what you are doing & pause

Take a few slow deep breaths

Observe your experience

Proceed

Unplug



Where are the opportunities
in your day to unplug?

Play

- Increased productivity levels & creativity at work
- Strengthens your heart, boosts lung function
- Improves cognitive health
- Opportunity for flow
- Strengthens social connections
- Elevates our mood by triggering endorphins
- Helps relax after a stressful day
- Wards off depression
- Lowers risk of developing age-related diseases



Connection and support

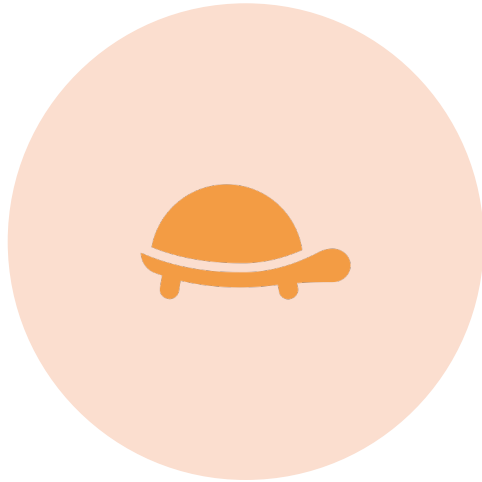


Are you taking the time to invest in your relationships?

FAAA Wellbeing

- Comprehensive Health & Wellbeing Program through Member services
- Free & Confidential Program for FAAA members and the wider financial planning community
- Access to qualified counsellors and psychologists
- Contact 1300 410 794

Proactive 3 step process to prevent burnout



CATCH IT



CHECK IN



TOOL UP

Let's stay connected



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