



# Guarding Against Vocational Stress & Burnout

For Women in Safety

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# TODAY'S DISCUSSION

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- Differentiate basic mental health concepts
- Recognize burnout signs and symptoms
- Strategize action plan to prevent burnout
- Identify mental health support and resources



## OBJECTIVES

# YOU CANNOT SEPARATE THE PERSON FROM THE WORKER

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## 1. Protecting myself from stress/burnout

- A. I am not protecting myself at all
- B. I am taking some steps but still failing
- C. I am doing ok but can improve
- D. I have it all under control



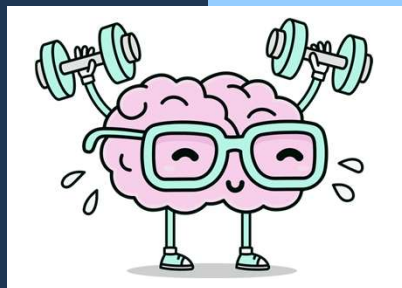
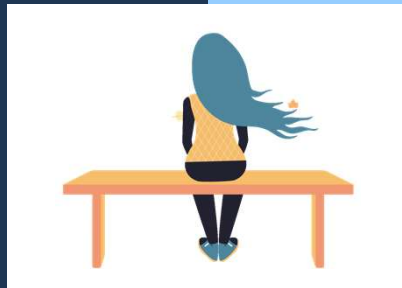
# FUNDAMENTALS

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- Mental Health Concepts
- Signs and Symptoms



WHAT IS...



BURNOUT

MENTAL ILLNESS

MENTAL HEALTH

# SIGNS & SYMPTOMS

MOOD CHANGES  
(ANXIETY/DEPRESSION)

DETACHED/  
WITHDRAWAL

LACK OF MOTIVATION

PHYSICAL HEALTH  
ISSUES

EMOTIONAL  
EXHAUSTION

BEHAVIORAL  
CHANGES

DECREASED  
PERFORMANCE/  
PRODUCTIVITY

INCREASED  
ABSENTEEISM/  
PRESENTEEISM

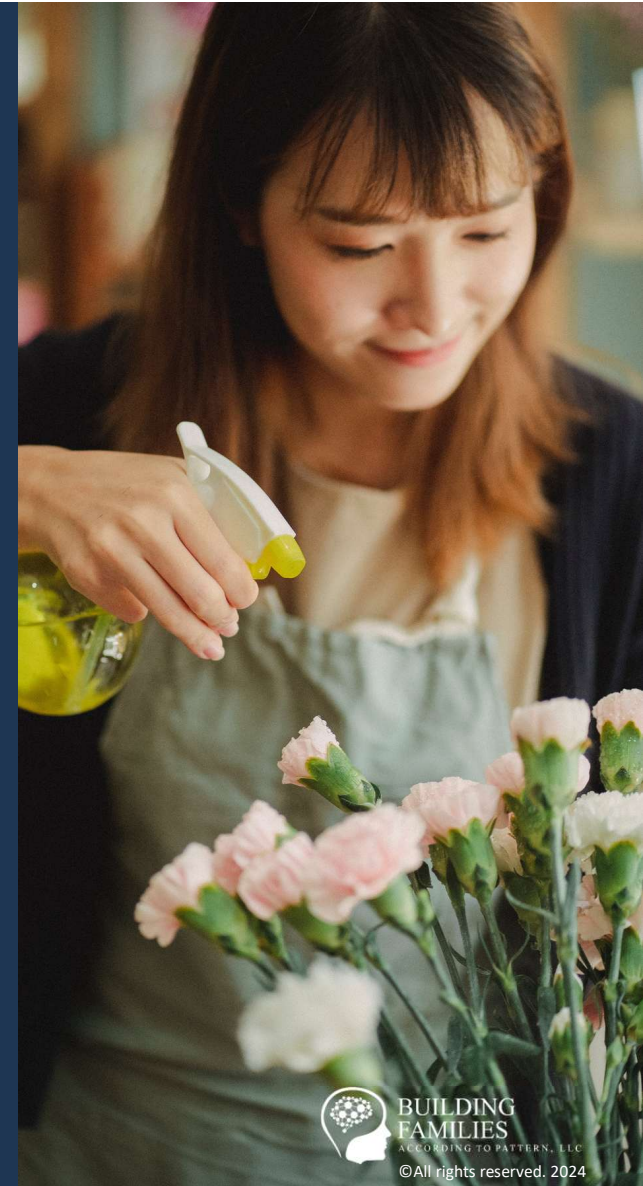
INTRA/INTER-PERSONAL  
CONFLICT



# PREVENTION

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- Action Plan (I.M.C.I.L)
- Support and Resources



# Whatever drives you as a person, drives you as a worker

- Validation
- Control
- To be Needed



- People-please
- Perfectionist
- To be Central





## Identify and Challenge

- NEGATIVE CORE BELIEFS
- NARRATIVES

How are negative core beliefs and narratives shaping and impacting your sense of self and your role(s)?



## Maintain Awareness

- GENDER-CENTERED CHALLENGES

Are gender-centered challenges increasing your risk for burnout and what steps are you taking to address them?



## Clarify and Engage

- VALUES (and CORE)

Are you clear about your values (and core) and are you living in congruence with them?



## Implement and Maintain

- INTENTIONAL SELF-CARE
- BOUNDARIES

Do you actively and adequately engage self-care? What are potential barriers? How is your boundary setting?



## Leverage

- RELATIONSHIPS
- COMMUNITY RESOURCES

How strong is your support system? Do you leverage your relationships and resources as often as you need to?



# THINK LEGACY!

“THERE MUST BE SOMETHING BIGGER,  
MORE SUBSTANTIAL AND WEIGHTIER  
THAN A JOB THAT DRIVES YOU, THAT  
DEFINES YOU, THAT CENTERS YOU, THAT  
GIVES YOUR LIFE MEANING, AND THAT  
LEVERAGES YOUR CAPACITY AND YOUR  
GIFTS TO AFFIRM YOUR IDENTITY. YOU  
ARE NOT YOUR JOB” - GEORGIA BRYCE-  
HUTCHINSON



# SUPPORT & RESOURCES

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## MENTAL HEALTH SERVICE PROVIDERS

- PSYCHIATRISTS
- PSYCHOLOGISTS
- PSYCHO-THERAPISTS

## MENTAL HEALTH RESOURCES





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