

Productive Stress

Need to **perform**. Meet deadlines. Overcome challenges.



Unmanaged Stress

Lack of self-awareness or self-care in relation to stress levels and impact on physical and mental health.



Chronic Stress

Sustained exposure to stressors without proportionate protective measures/self-care.



Burnout

Overwhelming workload and perceived lack of control.

Perceived effort-reward imbalance & unfairness.

Unsupportive community.

Values mismatch



Depression / Anxiety

Untreated burnout.

Lack of personal or other support resources to deal with excessive and prolonged stress.

Focusing of mind and other systems central to productivity.

Depletion of mental capital.

Weakened coping mechanisms and resilience to stress.

Continuously activated stress response, with fight-and-flight systems always dialled-up, and rest-and-digest systems always dialled down.

Start of physical and mental **exhaustion**.

Increased susceptibility to illness.

Directly felt.

Overwhelming exhaustion.

Feelings of **cynicism** and **detachment** from the job.

A sense of **ineffectiveness** and lack of accomplishment.

Indirectly experienced.

Anatomical changes in the brain.

Negative impact on cognitive functioning (eg. creativity, problem solving, memory. emotional regulation, etc.)

Hyper-cortisol and **inflammation**.

Clinically diagnosable condition.

Higher degree of impairment of daily functioning at work and in personal life.

Potential **exasperation** of underlying **medical** conditions.

Increased **susceptibility** to future episodes.

Monitoring own stress and energy levels.

Practicing essential self-care.

Rebalancing of work and other responsibilities.

Boundary setting.

Strengthen self-awareness.

Refocusing on essential self-care.

Taking **time off** from work.

Developing deeper self-awareness.

Prioritizing radical self-care.

Taking **significant** amount of **time off** from work.

Implementing major changes in work habits and self-care practices.

Ongoing therapy treatment.

Potential need for **medication** support.