



*Mental Wellness in the
Midst of COVID-19*

January 2021

Resource Spotlight



American Behavioral: All regular employees and their eligible dependents are eligible for our Employee Assistance Program, which is a confidential assessment, counseling and referral service.



HR Development: Full-time, part-time and temporary employees are eligible to take one or multiple classes on health and mental wellness.



Thrive!: Auburn University Human Resources has launched a communications campaign that focuses on health and wellbeing.

Resource Spotlight



Auburn University Marriage and Family Therapy Center: Individuals, couples and families are eligible for the center's counseling services.



Upcoming Webinars: Health Promotion and Wellness Services along with American Behavioral will offer these webinars to employees in the next few weeks.



Wellness Wednesday: These 1 to 2-minute videos focus on diet, mental health, perspective and much more.

American Behavioral

American Behavioral

- Our EAP is available to all benefit-eligible employees.
- Six free calls per employee & covered family member are offered during COVID-19.
- Online resources: americanbehavioral.com



m/portal/landing

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Assistance? 800-925-5327

Featured this month: Tips for a Healthier Year | Webinar | Quick Tip | More Resources

COVID-19 Resource Center | Student Life | Training Center | Relationships

MyStressTools | Financial | Health | Resilience

Mental Health and Substance Abuse Treatment

If a claim is filed with a COVID-19-related diagnosis, the copay, deductible and inpatient admission copay will be waived.

HRD Courses

HRD Courses

- Auburn University experts are teaching several courses that focus on health and mental wellness, especially during the pandemic.
- All employees (full-time, part-time and TES) can take these classes.
- Employees can register through FastTrain.
- Check out the full schedule: aub.ie/hrdschedule

Class	Dates
Mindfulness-Based Performance and Health Optimization (HL200),	Feb. 10 and March 10
Staff Resiliency & Stress Management (HL201)	Jan. 29, March 5 and April 12
Psychological Safety at Work (DI230)	Jan. 27 and April 6
QPR: Question, Persuade, Refer (ER250)	Feb. 3

thrive!

thrive!

- This campaign is designed to help AU employees optimize their health and wellbeing.
- The first article was published on Jan. 13: "Are you dealing with COVID-19 burnout?"
- The campaign will also include social media posts on health and wellness.
- Topic suggestions? Email authrive@auburn.edu

JANUARY 13, 2021

thrive!

Helping AU employees optimize their health and wellbeing.

Are you dealing with COVID-19 burnout?

Stress, health issues among warning signs



Note: *Note: This is the first in a series of communications on COVID-19 burnout and mental wellness that will be shared with AU employees in the next few weeks.*

Auburn University employees have served their campus, their communities and the world in extraordinary ways since the beginning of the COVID-19 pandemic. However, as we approach the one-year anniversary of the pandemic, many in the Auburn Family are understandably dealing with COVID-19 burnout. Employees are stressed, exhausted and even depressed.

In fact, COVID-19 burnout is prevalent among American workers. *Forbes magazine* recently cited a survey which found that 75% of people have experienced burnout at work, with 40% saying they've felt it during the pandemic specifically.

In the next few weeks, Auburn University Human Resources will publish and share a series of articles on COVID-19 burnout, with tips and resources to help employees and supervisors. For this first article, we want to focus on the signs of COVID-19 burnout.

What is Burnout?

According to *Zencare*, burnout is an advanced degree of stress or fatigue. It occurs when we have experienced stress and fatigue for a longer time.

Lauren Rubin, assistant professor of Human Development and Family Science in the College of Human Sciences, *recently describes* the mental and emotional overload that many employees are experiencing due to the "ACTs" (adjustments, challenges or threats) that have resulted from the pandemic.

"We know from decades of research that the amount of stress we can handle at any given time is limited, and that once we exceed this threshold our mind/body system can become dysregulated and 'burn out,'" she stated.

"You can think of this like the power supply to your house. The ACT of having on a light or plugging in an appliance requires a certain amount of power – or energy. Your home's power supply has enough energy to support a few lights and appliances at a time. However, when you don't give your system a break by turning off some appliances before activating others, your circuit breaker 'trips' and automatically shuts down because it cannot handle the excess demand."

Warning Signs

Rubin says that the signs that stress may have depleted a person's energy supply may vary from person-to-person, but some common examples include headaches, nausea, body aches, racing heart, difficulty concentrating or "zoning out" more frequently than usual, insomnia, chronic fatigue despite getting a full night's sleep, increased substance use, feeling depressed or anxious and being uncharacteristically irritated or withdrawn, among many others.

Some more subtle indicators could be spending more time than usual on social media or watching TV, increased procrastination, spending more time on irregular sleep/wake patterns, among many others.

GOOD NEWS! HELP IS AVAILABLE

In the next few weeks we will share tips and resources to help counter COVID-19 burnout. Here are just a few of the articles and resources that we will be referencing. Links will also be provided on our Auburn HR Facebook page.

* *Zencare*, ["8 Tips to Manage Burnout in the Age of COVID"](#)

* College of Human Sciences, [Auburn experts explain the "spillover effect" of COVID-19 stress](#)

* *Wellness Wednesday*, a series of videos created by HR Development that focuses on healthy lifestyle choices, community support and much more

“The amount of stress we can handle at any given time is limited, and once we exceed this threshold our mind/body system can become dysregulated and 'burn out.'”

Marriage and Family Therapy Center



Marriage and Family Therapy Center

- All employees and their families care receive services during COVID-19.
- Therapists offer individual, couple or family therapy for mental, behavioral and emotional diagnoses, along with therapy for coping and relationship support.
- Additional information: mftcenter.auburn.edu/.



Upcoming Webinars

Upcoming Webinars

In the next few weeks, Auburn University Human Resources will host at least two webinars on mental health and dealing with COVID-19 fatigue. The webinars will be held via Zoom. Registration information will be shared via email and AU News.

Presenter	Date
American Behavioral	Thursday, Jan. 28, 2 p.m.
Health Promotion and Wellness Services (Roundtable with Eric Smith, Doug Hankes and other speakers)	Thursday, Feb. 4, 2 p.m.

This will
pass!

Wellness Wednesday

Wellness Wednesday

HR Development has created several 1 to 2-minute videos that focus on a variety of topics:

- Diet
- Mental Health
- Sleep
- Ergonomics
- Community Support
- Physical Distancing
- Perspective

Check them out:
auburn.edu/hr/covid/wellness-wednesday.html



Additional Resources

Student Counseling and Psychological Services:
<http://wp.auburn.edu/scs/>

A Healthier U: ahealthieru.auburn.edu/

Auburn University Human Resources (COVID-19 Self Care):
auburn.edu/hr//covid/self-family-care.html



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Questions or Comments?