Definition of Burn Out

Usually is a gradual depletion of emotional, mental and physical energy due to work related stress.
Definition of Burn Out

“Characterized by emotional exhaustion, a sense of depersonalization, and feelings of reduced personal accomplishment.”

-Dr. Kenneth Cooper
Burn out also known as-

- Listless
- Fatigued
- Unmotivated

- Drained
- Exhausted
- Bored
Common Causes

- Work Overload
- Lack of rewards
- Belief and or lack of control
- Issues of unfairness
Burn Out

- Everyone is at risk and all are susceptible!
- Often it is your negative reaction rather than the specific job…
Symptoms of Burn Out

• Poor work performance
• Relationship problems
• Health problems
• Negative feelings
• Substance misuse/abuse
• Feelings of meaninglessness
Phases of Burn Out

Exhaustion
Callous & Cynical
Helplessness, Failure
Shame & Doubt
& Crisis
What can I do?
What I can do!

• Take good care of myself on a regular (daily, weekly) basis!

Review these sites-
www.aomc.org/hodz/general/stress.html
www.clinique.com/busters.html
www.ucc.vt.edu/stdyksk/stressmgt.html
www.docpotter.com
What I can do

• Ask for help!
• Talk to others about your difficulties and seek their support...
• Develop a plan to address burn out
What I can do?

Increase my Personal Power!

Find and establish ways to control and manage my time, space, workload, pace, resources, future and perceptions...
What I can do!

- Rest & Retreat
- Release
- Regroup
- Make personal changes
- Regenerate
What I can do

• Find purpose and meaning in activities— at work, home & community!
• Handle workplace stressors— before they manage me!
What I can do?

- Reevaluate my goals and priorities
- Do not take the whole load myself!
- Learn my own limits, and set limits with others
- Ask for what I want and do not assume that I will get it
What I can do?

- Forgive myself when I make a mistake...
- Get rid of any of my perfectionist behaviors and expectations
- Do not take on others' burdens!
Preventing Burn Out

- Know your stress danger zones at work and at home
- Avoid or address the dangers as soon as possible!
- Daily self care!