

BURNOUT

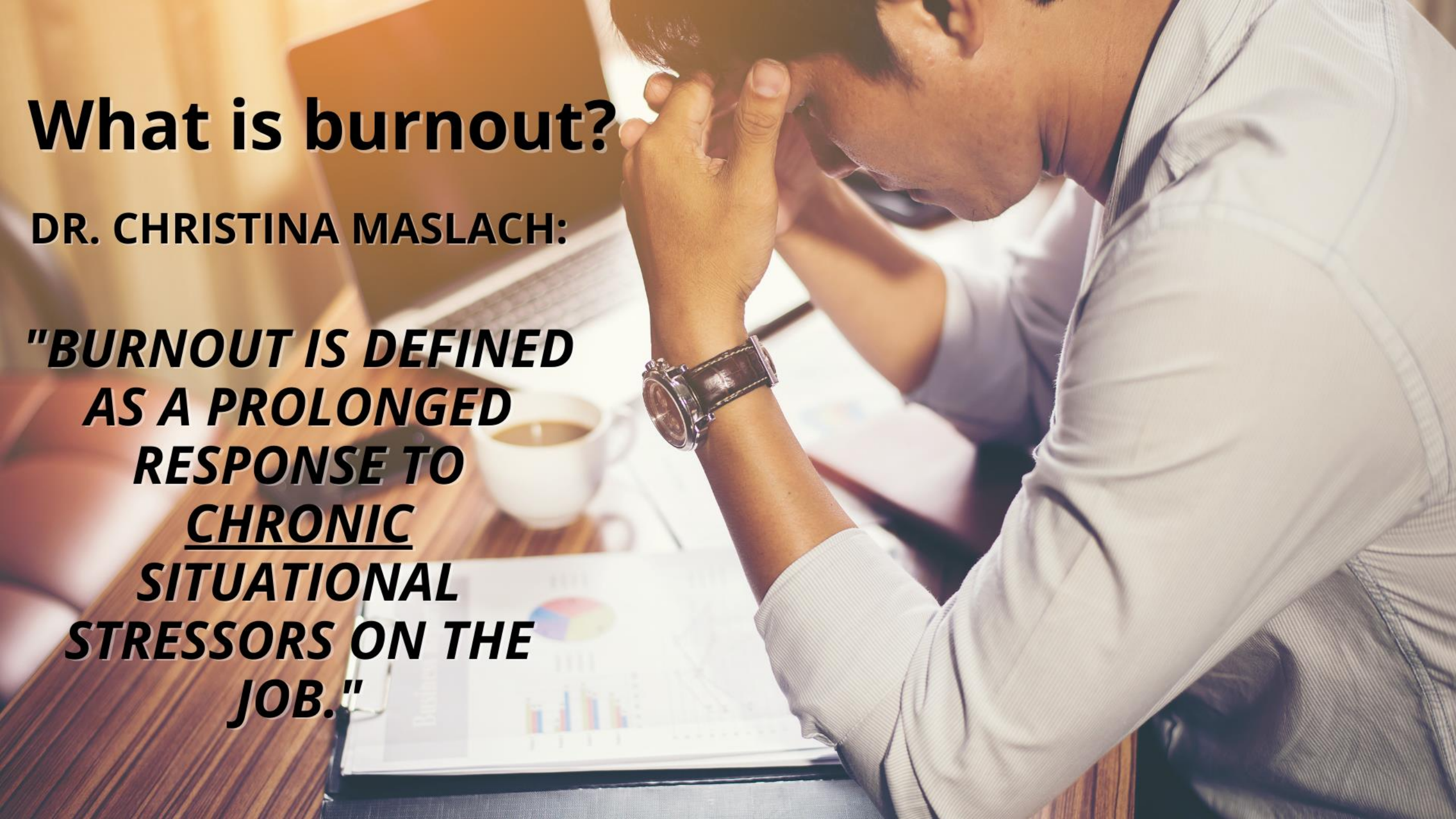
Human Doing
Vs. Human
Being



What is burnout?

DR. CHRISTINA MASLACH:

***"BURNOUT IS DEFINED
AS A PROLONGED
RESPONSE TO
CHRONIC
SITUATIONAL
STRESSORS ON THE
JOB."***





Analogy

Rocket boosters and ball bearings being in an abrasive environment without one key resource: oil.



*What is the “oil”
in our lives that
keeps us from
burning out?
That’s what we’re
going to discuss
today.*

What are the symptoms of burnout?

ICD-11 characterizes it as:

- Feelings of energy depletion or exhaustion;
- Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and
- Reduced professional efficacy.

Note:

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.”





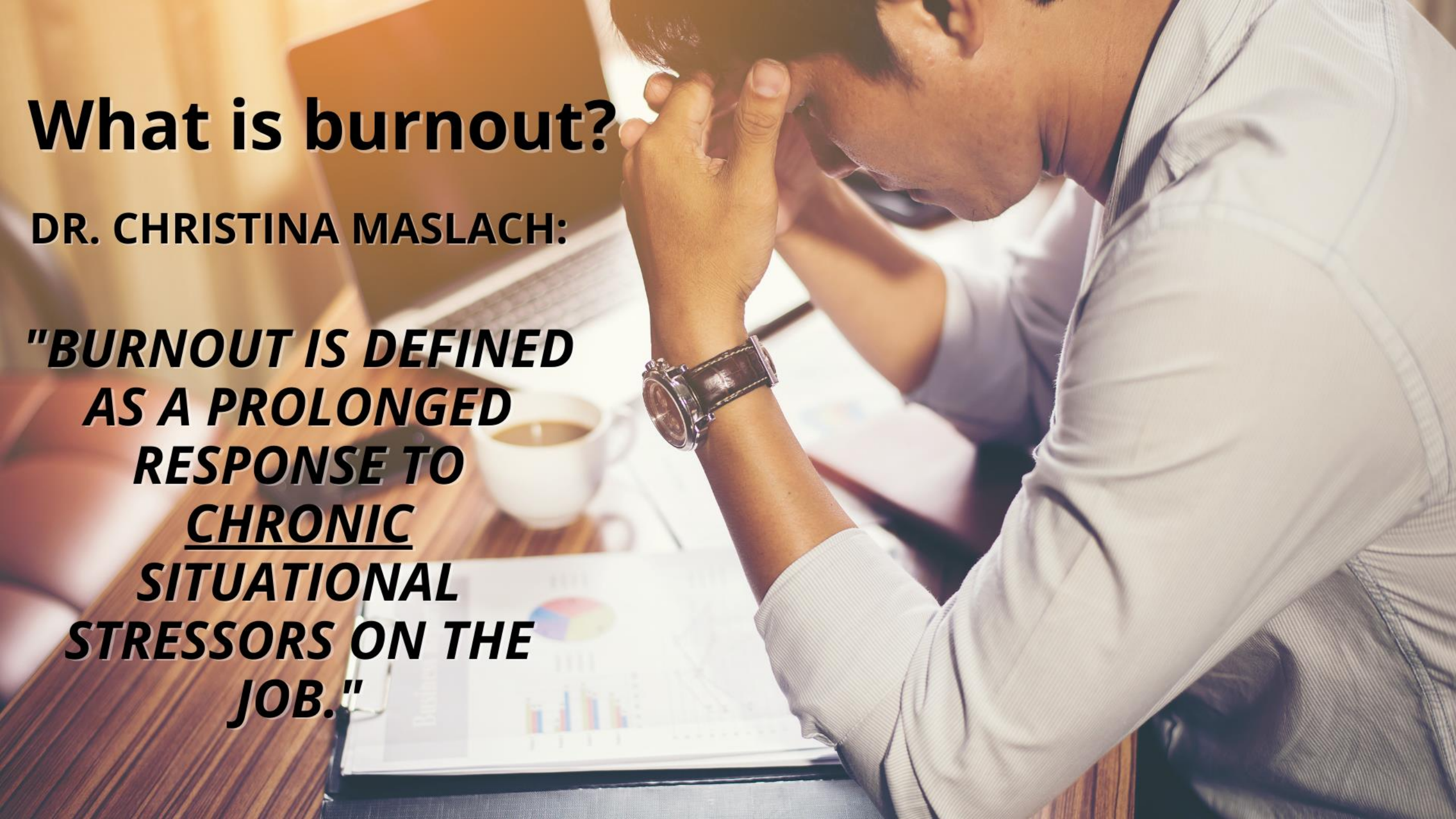
Some others...

- Physical or emotional exhaustion
- Insomnia
- Difficulty concentrating and forgetfulness
- Anxiety
- Loss of enjoyment
- Pessimism
- Apathy

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Burnout Survey

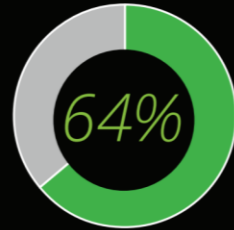
Deloitte conducted an external marketplace survey of 1,000 full-time, U.S. employed corporate professionals to understand the causes and impact of employee burnout, as well as the programs employees value most, and how organizations can do a better job of providing them.



87%

of professionals say they have passion for their current job

YET...



of professionals say they frequently feel stressed or frustrated at their current job

18%
everyday

32%
few times
a week

15%
once a week



77%

of professionals have experienced burnout at their current job

51%
more than once

84%
among those not passionate
about their job

The biggest drivers of employee burnout



31%

lack of support or recognition from leadership



30%

unrealistic deadlines or results expectations



29%

consistently working long hours or on weekends

How is this a critical issue in human services?

2015 Deloitte's survey on burnout

Burnout impacts professional and personal life



91%

of professionals say having an unmanageable amount of stress or frustration can negatively impact the quality of their work



83%

of professionals say burnout from work can negatively impact their personal relationships



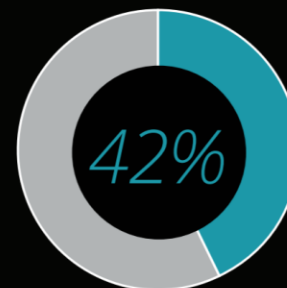
66%

of professionals say they frequently skip at least one meal a day because they are too busy or stressed about work



1 in 4

never or rarely take all of their vacation days



worry issues would arise if away from work

How employees deal with their burnout:

51%

talk to friends or family

50%

sleep or take personal time off

44%

exercise

30%

meditate/pray

Companies are not offering what employees value most

69%

of professionals feel their employer does not do enough to minimize burnout

21%

of professionals say their company does not offer any programs or initiatives to prevent or alleviate burnout

What employees say help prevent or alleviate burnout....



flexible work options



health and wellness programs



paid time off for mental health or recuperation days

...vs. what companies are offering

32%

paid family leave

30%

flexible work options

28%

employee assistance programs

Millennials are the most burned out generation



84%

of millennials say they have experienced burnout at their current job vs. 77% of all professionals

Nearly half

of millennials say they have left a job specifically because they felt burnt out vs. 42% of all respondents

GALLUP:

Recently surveyed more than 7,500 full-time employees about burnout. 23 percent of those workers said they felt burned out often. An additional 44 percent reported feeling burned out sometimes.

To put that into context, nearly two-thirds of full-time workers are dealing with burnout at some point while at work.

As a result, those employees were nearly three times as likely to start looking for another job.

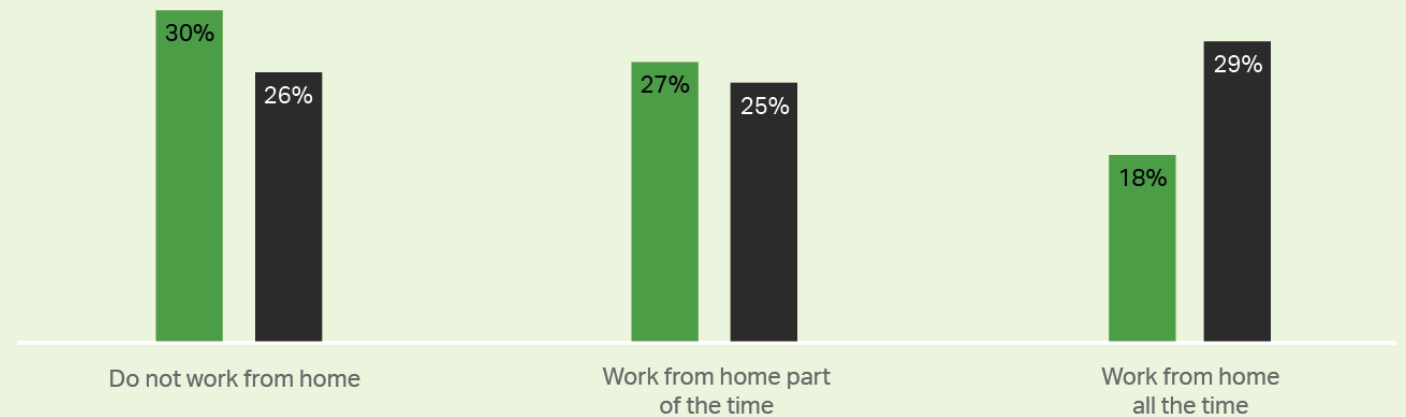


Burnout during Covid-19

GALLUP:

Percentage of Employees Who Feel Burned Out at Work "Very Often" or "Always"

■ Pre-COVID-19 ■ During COVID-19



Among full-time U.S. employees

"Pre-COVID-19" figures are from September 2019; "During COVID-19" figures are from April-September 2020

GALLUP



GALLUP:

What Is Burnout and What Are the Causes?

The World Health Organization defines burnout as a *syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.*

Burnout looks like:

1. feelings of energy depletion or exhaustion
2. increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
3. reduced professional efficacy



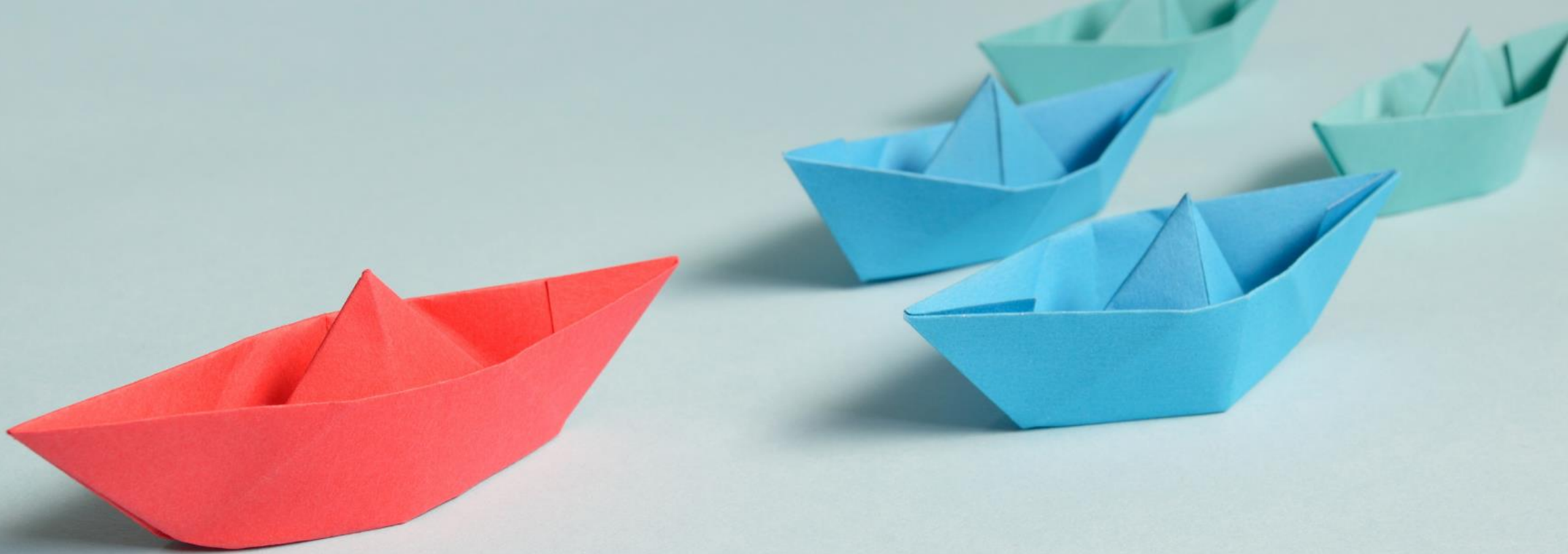
GALLUP:

Why?

(Pre-Covid)

1. Unfair treatment at work
2. Unmanageable workload
3. Unclear communication from managers
4. Lack of manager support
5. Unreasonable time pressure





Prevention:
Management & Leadership play a big role

Application:

Listen to work-related problems

Encouraging teamwork

Making everyone's opinion count

Making work purposeful

Focusing on strengths-based feedback and development





Prevention if you're not in management:

Seek Support

Communicate with people that may be causing stress

Take some time to relax and meditate

Regular physical activity reduces cortisol levels

Sleeping



It's all about balance

However...

“Imperfect variety over flawless focus”

We are Human beings NOT
Human doings.

Jack of all trades, master of none.
Acceptance is key. Yes balance. But
accept the reality that things won't be
perfect. Core vs Chore. A in core, C in
chore.



Issues & Ethics

IN THE HELPING PROFESSIONS



Gerald Corey
Marianne Schneider Corey
Cindy Corey

Foundation to burnout prevention: Self-Care

What is self-care?

“Self-care refers to positive actions that promote wellness and effective coping. Self care includes routine positive practices and mindful attention to one’s physical, emotional, rational, and spiritual selves in the context of one’s personal and professional lives” (Wise & Barnett, 2016, p.210).



Issues & Ethics

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Foundation to burnout prevention: Self-Care

Unethical for us to neglect ourselves; a great disservice to our clients/those we serve.

Ongoing self care is essential as part of maintaining our professional competence and personal wellness. (pg.63)



Issues & Ethics

IN THE HELPING PROFESSIONS



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Cindy Corey

Foundation to burnout prevention: Self-Care

We must be self-aware of our own “stuff” and practice self-care if we are to give to others.

If we aren’t prepared for burnout, we do a disservice to our clients and people we serve.



You cannot give what
you don't have

We will deal with
heavy stuff; how will
you cope?

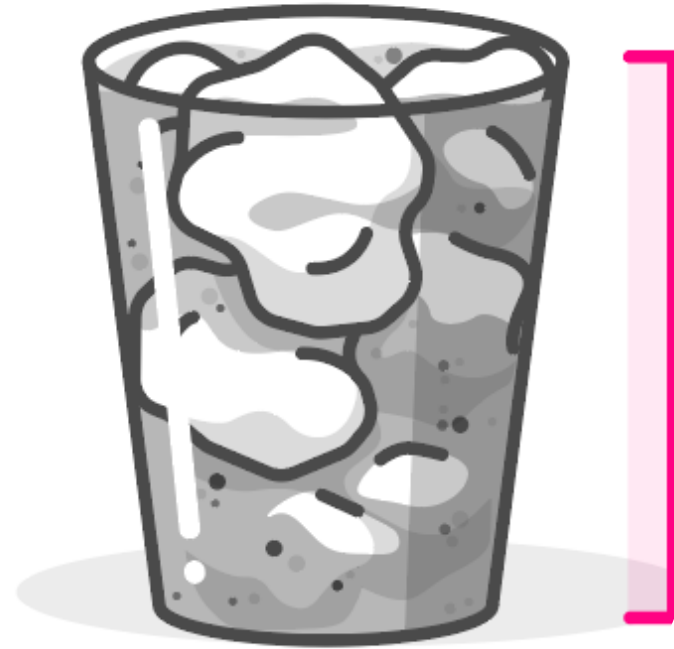


*Aha!
Moment!*

Getting priorities straight



Pebbles First



Rocks First

Putting priority on what really matters. You determine what your “Big Rocks” are. Otherwise urgency will dominate, and you won’t have time for what really matters.

FORTNITE

Ethical issues of burnout

Epic Games overworked employees in order to push out content

50, 70, 100-hour workweeks normal

Contracted so if they want to be re-hired, they needed to put up with it.

Result: Disgruntled, burnout employees with a high turnover rate



Resources

- Banishing Burnout: Six Strategies for Improving Your Relationship with Work By Dr. Christina Maslach
- Practicing mindfulness and self-care
- Exercise, diet, sleep,
- Meditate and pray
- Work on stress management
- Ask for help



Conclusion:
Human Doing or
Human Being

What's the "oil" you need in your life to keep you running?

Rest, break, filling yourself up
Not spreading yourself too thin

God has you here for a reason,
take care of yourself



Thank you!