

# **BURNOUT**

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# **Agenda**

**What is it?**

**Causes**

**Prevention**

**Management**

# What is Burnout?

- Exhaustion
- Depersonalizing
  - Objectifying others
  - Loss of concern
- Reduced accomplishment



Missouri 2016

[www.patnemec.com](http://www.patnemec.com)



# Research on Burnout

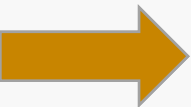
- Started in 1970s
- Human service workers
- Other fields, job roles
- Development of a burnout measure
- Moving towards preventing, managing



Christina Maslach  
U Cal Berkeley



# What causes Burnout?

- Compassion fatigue
  - Stress
  - Role strain
  - Role confusion
- 
- Purpose / vision
  - Metrics for success
  - Expectations
  - Priorities



# Preventing Burnout

Wellness  
Efficiency  
Social Support  
Attitude  
Communication





# Managing Burnout

- Wellness
- Efficiency
- Social Support
- Attitude
- Communication

- **AND**
- Stress Relief
- Relaxation
- Shifting Focus



“flow” - Csikszentmihalyi

# Wellness for Work

- Eat for energy
- Stay physically active
- Get good sleep and rest
- Relieve stress





# Time and Task Management

- Time: efficiency
- Tasks: productivity

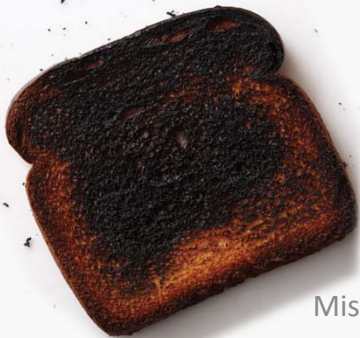
...unfulfilled commitments  
consume psychic energy that is  
unavailable for other use

--David Allen



# **Social Support**

- **Nurture support at work**
- **Help your team become a team**
- **Use supervision**
- **Maintain non-work friendships**
- **Balance social time with time alone**



# **Attitude Adjustment**

**Count your blessings**

**Focus on strengths and successes**

**Control your expectations**

**Monitor your thoughts (↓ shoulds)**

**Seek hopeful people and ideas**



# **Communication**

**Clarify demands and priorities**

**Express feelings, needs, concerns**

**Refuse unreasonable requests**

**Stay firm but flexible**

**assertiveness**



**THANKS  
FOR LISTENING.**

