

Burnout

Understanding, Prevention, and Survival Skills

APFUA – 10 June 2016

Sharon Korman, MA MFT

korman.sharon@gmail.com

Paris, France

What is Burn-out?

How is it the same or different from being
Stressed/Anxious or Depressed?

What to do about it?

Burn-out is the result of a prolonged
experience of doing

too much

with

too few resources

resulting in feelings of overwhelm,
inefficacy, exhaustion, apathy,
and frustration or cynicism

Multiple Contributing Factors:

High job demand with low resources

Regular demands to go beyond personal limits

Mismatch between personal expectations and job reality

Work vs home life imbalance

Disposition of individual

Modern workplace:

(fast-paced, screens, communication intrusions, etc)

Mismatch between nature of job and person doing job

Lack of control over job

Perceived lack of fairness

Values conflict

Emotional demands of job especially in

high stress environment

Stress vs Burn-Out

Stress

Burn-Out

Characterized by overengagement

Characterized by disengagement

Emotions are overreactive

Emotions are blunted

Produces urgency & hyperactivity

Produces helpless/hopeless

Loss of energy

Loss of motivation/ideals/hope

Primary damage is physical

Primary damage is emotional

Higher chances of early death

Life seems not worth living

Major Depression vs Burn-out

Major Depression

Burn-out

Mood Disorder
Low Serotonine

Energy Disorder
Too much Cortisol

Joy feels impossible

Joy outside of work possible

Psychomotor agitation/retardation

Body feels weak/exhausted

Multiple possible causes

Excessive & prolonged stress

Whole life related

Work related

Feel – dark, negative mood

Feel – exhausted/anxious

The general idea is that prolonged stress
can lead to Burn-out which
can lead to or look like Depression

People with a predisposition to anxiety are at higher
risk of Burn-out
due to a tendency towards perfectionism
and critical internal “voices”

People with a predisposition to depression are at
higher risk of Burn-out due to
a tendency to negative self-talk, guilt
and vulnerable mood

Folks more prone to Burn-out are actually some of the best workers!!

**Perfectionists **High standards

**Don't tend to protest or complain

**Take on responsibilities

**Are ambitious **Hard workers

Bosses love these workers!!

Maslach Burnout Inventory (MBI)

Maslach, Jackson, Leiter, Schaufeli, & Wilmar (1996)

Explores 3 components:

- Exhaustion
- Depersonalization (apathy)
- Personal Achievement (inefficacy)

Signs and symptoms of Burn-out:

Physical Realm:

- feeling tired and drained most of the time
- lowered immunity, feeling sick a lot
- frequent headaches, back pain, muscle aches
- change in appetite or sleep habits

Signs and symptoms of Burn-out:

Emotional Realm:

- sense of failure and self-doubt
- feeling helpless, trapped & defeated
- detachment, feeling alone in the world
- loss of motivation
- increasingly cynical & negative outlook
- decreased satisfaction and sense of accomplishment

Signs and symptoms of Burn-out:

Behavioral Realm:

- withdrawing from responsibilities
- isolating yourself from others
- procrastinating, taking longer to get things done
- using food, drugs, or alcohol to cope
- taking out your frustrations on others
- skipping work or coming in late/leaving early

So what to do preventatively?

- 1) Work with identifying automatic negative thoughts that keep us “over-doing” and begin to change them
- 2) Evaluate current Work-Life balance and “lean towards” improvement
- 3) Take breaks!!!! 5 breaths – “Slo-Mo”
- 4) Stress-management - Breathe!

What to do? (continued)

- 4) Boundary – setting: at work and at home
- 5) Routine tasks then brain-work
- 6) Self-care – eating/exercise/sleep habits
- 7) Daily breaks from screens!!!
- 8) Do something creative – not work related

Recovery from Burn-Out

- 1) Slow Down! Necessary for healing!
- 2) Get support – GP/therapist/Kine/
Personal community/Medication/
Spirituality/Career coach/
Bilan de Competence
- 3) Re-evaluate goals & priorities
(grief/loss involved)

Recovery from Burn-Out

- 4) Actively address problems with boss
- 5) Clarify job description
- 6) Take time off – recharge batteries & getting perspective
- 7) Breathe/Rest/Practice Slow-motion

Resources

- U-Center Clinic for Burn-Out, Depression & Addiction
Inpt Clinic – Netherlands www.u-center.nl/en/about-u-center
- Unité Souffrance et Travail – Garches 01.71.14.49.40
Out-patient eval & services
- Website: <http://www.souffrance-et-travail.com/>

Applications: RespiRelax, Headspace, Happify, Smiling Minds
(all can be down-loaded free at the basic level)

Sources

U-Center presentation to clinicians (Feb 2015)
created by Dr. Bart van den Boogard, U-Center

<http://www.helpguide.org/articles/stress/preventing-burnout.htm>

<http://www.15minutes4me.com/burnout/difference-stress/>

<http://www.douglas.qc.ca/info/depression-or-burn-out>

Burnout for Experts: Prevention in the Context of Living and Working
Sabine Bährer-Kohler, Editor Springer