



Psychological
Health
Roanoke, PC

Advantage EAP

Employee Assistance Program

November 2010

In This Issue

Beating Job Burnout

- What is Job Burnout?
- The Causes?
- Who Gets Job Burnout?
- Symptoms
- Ways to Help

Advantage EAP offers expanded hours in the New River Valley!!!

As of May 5th, 2010, Advantage EAP has added additional hours in Radford at 22 Montgomery Street. Call 1-800-699-9396

Online Resources may be found at the bottom of this newsletter.

Beating Job Burnout



There are a multitude of reasons that job burnout can occur, but once recognized it's important to find some ways to help prevent any future burnout. Job burnout can not only threaten your job security, but also can lead to many physical and mental health issues. This newsletter will help examine some causes, symptoms and ways to help deal with job burnout.

What is Job Burnout and What are the Causes?

Reasons of job burnout can be placed into three categories¹:

- Emotional exhaustion-feeling of being emotionally drained of energy. Those suffering from emotional exhaustion may begin to distance themselves from others.
- Depersonalization-individuals may want to reduce their workload because of stress and feelings of being overwhelmed. This can be done through avoiding work, being absent frequently, and doing the bare minimum.
- Reduced personal accomplishment- persons suffering may have a decline in work, both in the amount accomplished, as well as the quality. Persons may feel guilty and self-critical about their poor work performance, and thus the burnout increases.

(Maslach, 1982)

What Causes Burnout²?

The following may also be an indicator of job burnout:

- Lack of acknowledgement or rewards for hard work
- Lack of time away from work

- Being in a career that doesn't fit your needs
- More intense workload because of smaller staff sizes
- Working harder to hold on to a job because of potential layoffs

Who Gets Job Burnout¹?

In the past, most people have thought of job burnout most frequently occurring in helping professions such as teachers, nurses, doctors, receptionists, police officers, etc, but in recent studies results have shown that burnout occurs when there is high job stress as well. Other occupations such as the transportation industry, industry related jobs, and human service work also all had high levels of burnout. When demands are high and the rewards are typically low, job burnout increases. (Demerouti et al., 2001)

Symptoms of Job Burnout

The following are some signs and symptoms that may accompany job burnout:



- Fatigue
- Anxiety
- Weight gain
- Irritability
- Insomnia
- Increased stress
- Low productivity at work
- Inability to concentrate
- Lower productivity at work

Ways to Help²

So you think that you may have some signs and symptoms regarding job burnout, so what now? Once you figure out the cause of your burnout, knowing the severity is important to help cure the burnout; the more the severe the burnout, the more steps you may need to take to help. The following are some suggestions:

- Take a vacation
- Find and designate a time to relax, do something you enjoy
- Don't work overtime
- Don't take on more tasks you don't think you can handle
- Try to improve your relationship with your boss or co-workers
- Lessen your work by delegating and prioritizing

Also you may find that talking to a counselor at Advantage EAP (offered free by your employer) may help.

Advantage EAP is a benefit provided by your employer. There are counselors with Advantage EAP who have the

Locations:

2727 Electric Road, Ste 100
Roanoke, VA 24018

200 Professional Park Drive
Unit 1
Blacksburg, VA 24060

Alleghany Regional Hospital
1 ARH Lane, Room 529
Low Moor, VA 24457

22 Montgomery Street
Radford, VA 24141

Contact Us:

Hours: Monday – Friday, 8:30-5:00pm. Evening hours are available on a limited basis.

(540) 989-6605 or 800-699-9396

Nights and weekends call RESPOND:

(540) 776-1100 or 800-541-9992

Advantage EAP does not necessarily endorse any products or services mentioned

training and experience to help with a variety of issues.
Please contact your Advantage EAP at:

(540) 989-6605 or 800-699-9396

Or visit our website at: www.psychhealthroanoke.com

Or our Blog at: <http://psychhealthroanoke.blogspot.com/>

Resources from this newsletter:

- 1) **Job Burnout and Depression:** <http://www.depression-help-for-you.com/job-burnout.html>
 - 2) **Job Burnout- Brief Information:**
http://careerplanning.about.com/od/workrelated/a/burnout_sht.htm
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