Overcoming Job Burnout

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Advantage EAP
Burnout

“Exhaustion of physical or emotional strength and motivation usually as a result of prolonged stress or frustration.”
Burnout

- Can happen to anyone
- Regardless of how much you like your job, a time will come when you don’t like doing it anymore
Signs & Symptoms of Burnout

- Are you more cynical, critical or sarcastic at work?
- Have you lost the ability to experience joy?

I can’t believe we have to do this!!!
- Do you drag yourself to work and have trouble getting started?
- Are you more irritable and less patient?
- Are you angry with those in authority?
- Do you feel tired or run down?
- Is your sleep disturbed?
- Are you drinking, eating more?
- Do you find yourself being negative and finding fault?
- Do you no longer feel satisfaction from your achievements?
- Do you feel taken for granted?
- Are you experiencing physical problems?
- Do you feel helpless?
Who’s at risk?

- **Everyone**
- Job is monotonous
- You identify so strongly with work that you lack adequate distance between work and personal life- “All your eggs in 1 basket”
- You try to be everything to everyone
- You work in health care, law enforcement or teaching
- Inability to effect positive outcome/lack of input
Two types of Job Satisfaction

- Extrinsic
- Intrinsic
Burnout can contribute to:

- **Depression**
  - Feeling sad, blue
  - Anhedonia
  - Fatigue
  - Problems in concentration/short term memory
  - Lack of sexual desire
  - Emotional lability
  - Indecision
  - Irritability
Causes of Burnout

- Lack of control
- Dysfunctional workplace dynamics
- Lack of appreciation/feeling taken for granted
- Powerlessness
- Feeling trapped
Additional Causes

- Mundane tasks
- Unmet intrinsic needs
- Unclear job expectations
- Lack of down time, recreation
- Prolonged stress without a break
- Feeling useless/inept
- Compassion fatigue
Other causes of burnout

- Unrealistic imposed goals/change
- Overwork because of understaffing
- Rules that are coercive or unrealistic
- Work violates personal values
- Work boredom
- Trapped in job because of finances
Stress vs. Burnout

- **Stress**
  - Overengaged
  - Overreactive emotions
  - Urgency/hyperactivity
  - Loss of energy
  - Leads to anxiety
  - Physical damage

- **Burnout**
  - Disengaged
  - Blunted emotions
  - Helplessness
  - Hopelessness
  - Loss of motivation/hope
  - Leads to depression/
    Emotional damage
The number one factor in longevity is job satisfaction.
How to overcome/prevent burnout

- Time away
- Regression in Service of the Ego
- Exercise
- Avoid excessive alcohol and caffeine
- Diversify your sense of identity
- Avoid temptations to be adversarial to authority
How to overcome burnout

- Stop negative thinking
  - Jumping to conclusions
  - Disqualifying the positive
  - Mind Reading
  - Over reacting
  - Negative Predictions
  - Personalizing
  - Awfulizing

Crystal Ball - Tell me what's going on
How to overcome burnout

- There’s no guarantee life should be fair
- Accept what you cannot change
- Examine your expectations
- Embrace change
- Avoid negative co-workers
- Humor “Reductio ad absurdem”
Continued

- Don’t underestimate the value of what you do
- Talk/process your feelings
- Take care of your:
  - Physical needs
  - Emotional needs
  - Spiritual needs
Questions?

Comments?

Snide Remarks?