

What Causes Burnout?

- Working long hours
- A demanding job
- Lack of social support system
- Lack of home/work balance
- Tension in personal life
- Negative perception of stressful events and changes

Burnout is a Loss Cycle

When you are low in resources used to manage job or school demands, the demands begin to accumulate. Then you begin to work harder to catch up, causing you to lose even more resources. Because you lost even more resources, you are even lower in resources than to begin with and demands accumulate more.

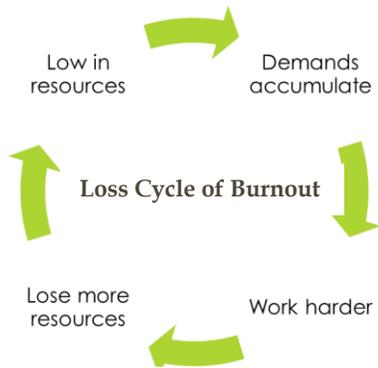


Figure 2. The “Loss Cycle” of Burnout
Adapted from ten Brummelhuis, et al., 2011

Are You Likely to Get Burnt Out?

You are more likely to experience burnout if you...

- are pessimistic
- tend to hold in stress
- are frequently fatigued
- are motivated by outside sources instead of personal motivation

How to get help

HelpGuide.Org

More information about burnout symptoms and suggestions on prevention and recovery.

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

WorktoLive.info

Request a consultation on prevention and recovery strategies.

<http://www.worktolive.info/burnout-prevention>

References

- de Beer, L. T., Pienaar, J., & Rothmann, S.(2014). Job burnout’s relationship with sleep difficulties in the presence of control variables a self-report study. *South African Journal of Psychology*, 44, 454-466.
- Szigethy, E. (2014). “Burnout”: Strategies to Prevent and Overcome a Common—and Dangerous—Problem. *Psychiatric Times*, 31(5), 1-5.
- ten Brummelhuis, L. L., ter Hoeven, C.L., Bakker, A.B. & Peper, B. (2011) Breaking through the loss cycle of burnout: The role of motivation. *Journal of Occupational & Organizational Psychology*, 84 (2), 268-287.



Avoid Burnout!

Learn about the symptoms, causes, consequences and prevention strategies.

What is Burnout?

Characterized by:

- Exhaustion
- Pessimism
- Lowered effectiveness

What are the Symptoms?

Physical

Body aches, sleep disturbance, weight change, gastrointestinal problems

Psychological

Mental fatigue, feeling of falling behind, feeling discouraged or unappreciated, frustration or irritability, hostility, anxiety, depression, substance abuse

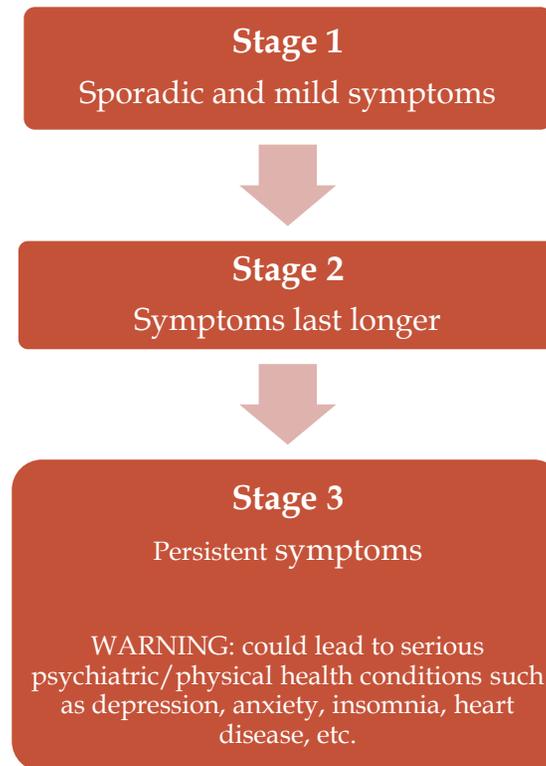
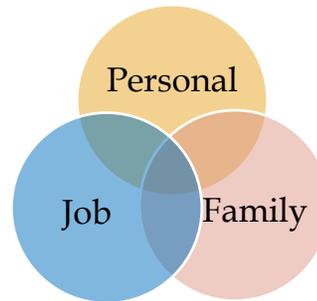


Figure 1. The 3 Stages of Burnout Progression
Adapted from Szigethy, 2014

How is Your Life Affected by Burnout?



In personal life it can cause...

- Physical and psychological health problems such as depression, anxiety, insomnia, heart disease, etc.
- Reduced well-being
- Low self-esteem
- Feeling of failure
- Substance abuse
- Decreased life expectancy

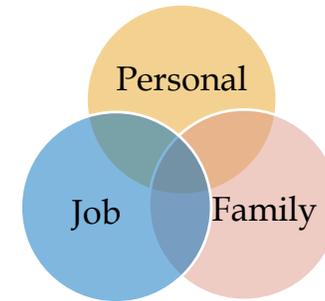
At your job it can cause...

- Lower performance and productivity
- Absenteeism
- Low morale
- Difficulty working with team
- Lessened commitment
- Job dissatisfaction
- Job turnover

In your family it can cause...

- Marital conflict
- Divorce

How Can You Prevent Burnout?



In personal life you can...

- Take breaks
- Take vacations
- Do things that you enjoy
- Get enough sleep
- Eat a balanced diet
- Be active and exercise

At your job you can...

- Frequently reevaluate goals
- Prioritize tasks
- Eliminate unnecessary tasks
- Create a social support system
- Ask for help

In your family you can...

- Create a balance between your family life and work life
- Spend time with your friends and family