ARE YOU BURNED OUT?

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Objectives of Workshop

- Define professional burnout vs. stress.
- Recognize patterns that lead to burnout.
- Identify strategies to help prevent professional burnout.
What is Burnout?

Burnout is a psychological term for the experience of long-term exhaustion and diminished interest.

Burnout refers specifically to a type of adrenal fatigue brought on by lifestyle factors (i.e.: trying too much at once, working too hard)

Research indicates general practitioners have the highest proportion of burnout cases; according to a recent Dutch study (Psychological Reports) no less than 40% of these experienced high levels of burnout.
What contributes to emotional fatigue?

- Lack of time
- Financial Pressure
- Lack of Faculty Contact
- Lack of felt accomplishment
“Life in the ether...”

- What are the things that burn you out? (ie: no concrete results or progress, no feedback)
- ....
# Stress vs. Burnout

<table>
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<tr>
<th>STRESS/&quot;Too much&quot;</th>
<th>BURNOUT/&quot;Not enough&quot;</th>
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<tbody>
<tr>
<td>Characterized by over engagement</td>
<td>Characterized by disengagement</td>
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<td>Emotions are over reactive</td>
<td>Emotions are blunted</td>
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<td>Produces urgency and hyperactivity</td>
<td>Produces helpless and hopelessness</td>
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<td>Loss of Energy</td>
<td>Loss of motivation, ideals, and hope</td>
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<td>Leads to anxiety disorders</td>
<td>Leads to detachment and depression</td>
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<td>Primary damage is physical</td>
<td>Primary damage is emotional</td>
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(Adapted materials from: helpguide.org/mental/burnout_signs_symptoms.htm)
The Student

- Strong need for perfection; high expectations of self
- “Over achievers” used to positive feedback
- Self reliant; even if the support was available
- “An overwhelming majority of graduate students surveyed (in the Barna survey) 86% said that their primary source of strength was their inner selves”
Symptoms of Burnout

- Decreased stamina
- Sleep problems; increased need for sleep or insomnia
- Weight loss or gain; decreased/increased appetite
- Accident prone
- Increased susceptibility to illness; psychosomatic complaints; cardiopulmonary problems
- Mental Illness; Depression and moodiness; self esteem problems
- Isolation; lack of desire to socialize
- Relationship conflicts
- Cynicism
The Impact of Burnout

- Quality of work is affected.
- Degree plans are halted.
- Interpersonal relationships become stunted: “The hinderances of time commitments, lack of social involvement, and hesitancy toward self-disclosure prevent the natural development of rewarding support networks”.
- Future career plans are jeopardized.
So now that I know I am burned out, what do I do?
The 3 Rs

- **Recognize**: Watch for signs of burnout
- **Reverse**: Undo the stress by managing stress and seeking support
- **Resilience**: Build resilience to stress by taking care of your physical and emotional health
Prevention of Burnout

- Monitoring progress
- Time management and setting priorities:
  - Cultivating Relationships
  - Seeking Professional Help
- Developing your world view
Monitoring Progress

- Journal Writing
- Be mindful and eliminate negative self-talk
- Don’t compare yourself to others
- Identify and cultivate your strengths
- Be aware of the triggers that lead to feeling burned out.
Managing Time

- **Conserving Time** (Be wise with the hours in a day, with flexibility)
- **Controlling Time** (Learn to say “No”)
- **Making Time for Self Care** (ie: taking breaks from technology, doing one thing at a time, leisure & vacation, exercise, eating balanced meals)
Cultivating Relationships

- Assess current relationships
- Establish interactive relationships that motivate and hold you accountable (i.e., a gym partner)
- Form meaningful relationships outside of work/school
Seek Professional Help

- Prevent mental illness brought on by environmental stressors
- A neutral lens
- Services at UCSF SHCS
Developing Your Inner World

- What is the highest priority of your life?
- What would you like the biggest priority of your life to be in 40 years?
- Is there a cause for which you would sacrifice your personal standard of living?
- If someone asks you to describe the principles by which you live your life, what would you say?
- What are your core values or beliefs?
- How do you feel about the world, the environment?
Questions/Comments
References


en.wikipedia.org/wiki/burnout_(psychology)

helpguide.org/mental/burnout_signs_symptoms.htm