



GA COHORT PROFESSIONAL DEVELOPMENT SERIES

Preventing Burnout

Presented by Jordan J. Hays



What is Burnout?

World Health Organization (WHO)

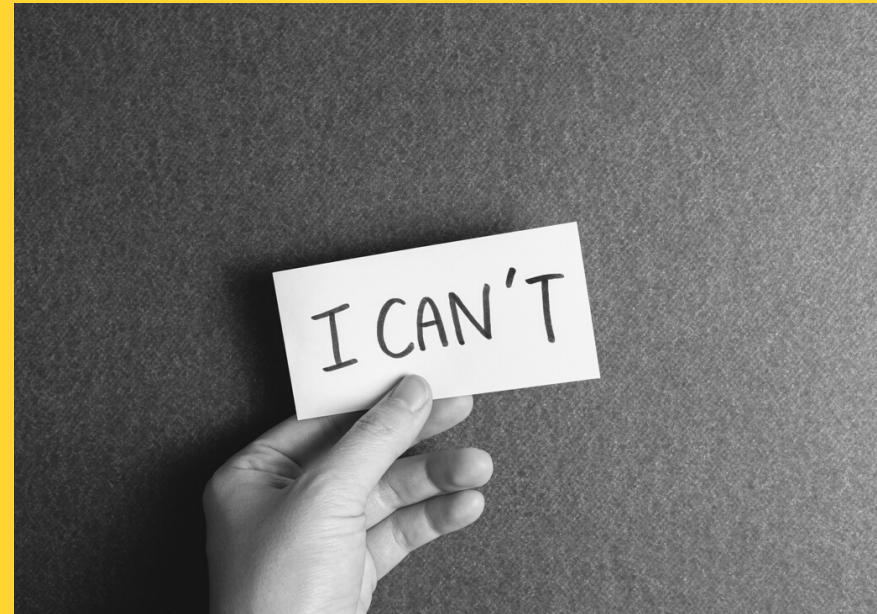
3-component syndrome that arises in response to chronic stressors on the job

Elements include feelings of exhaustion, mental detachment from one's job, & poorer performance at work

Elements of Burnout



EXHAUSTION

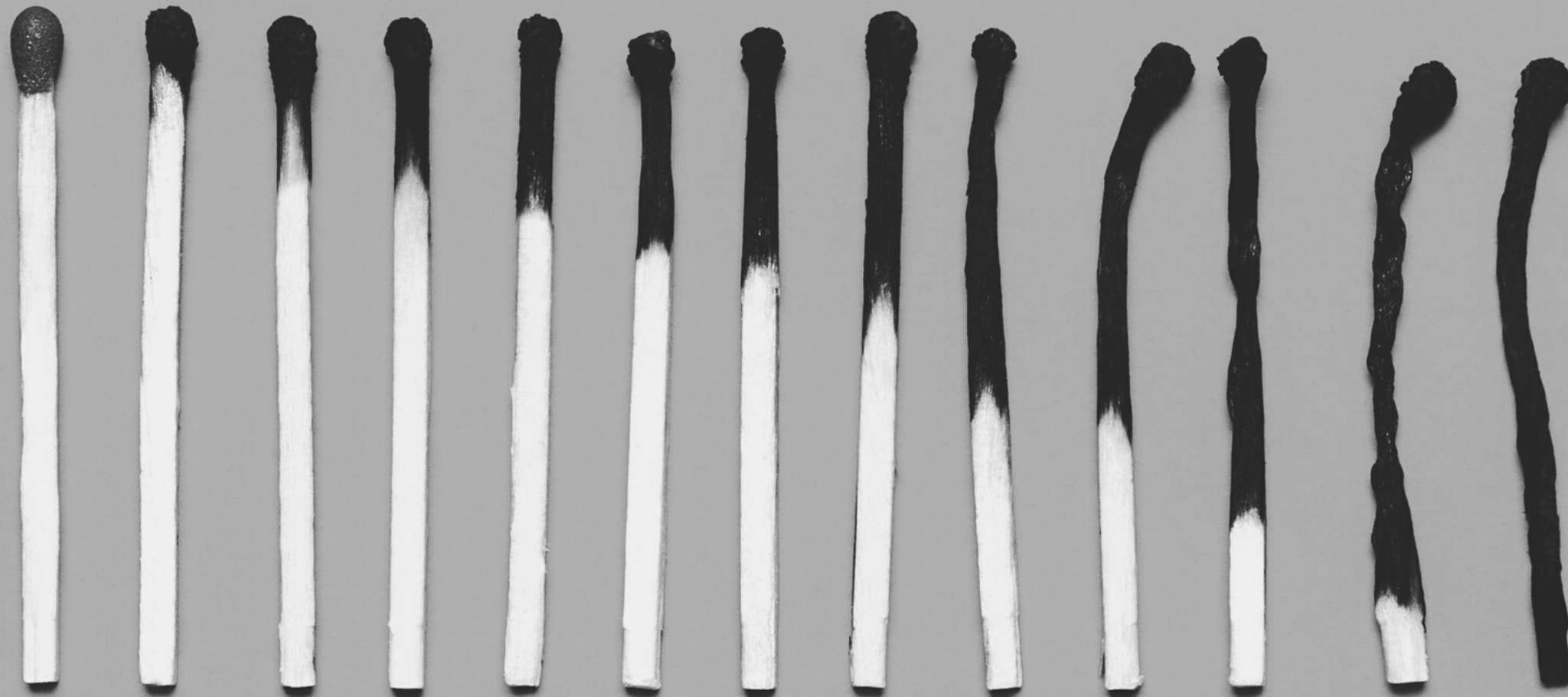


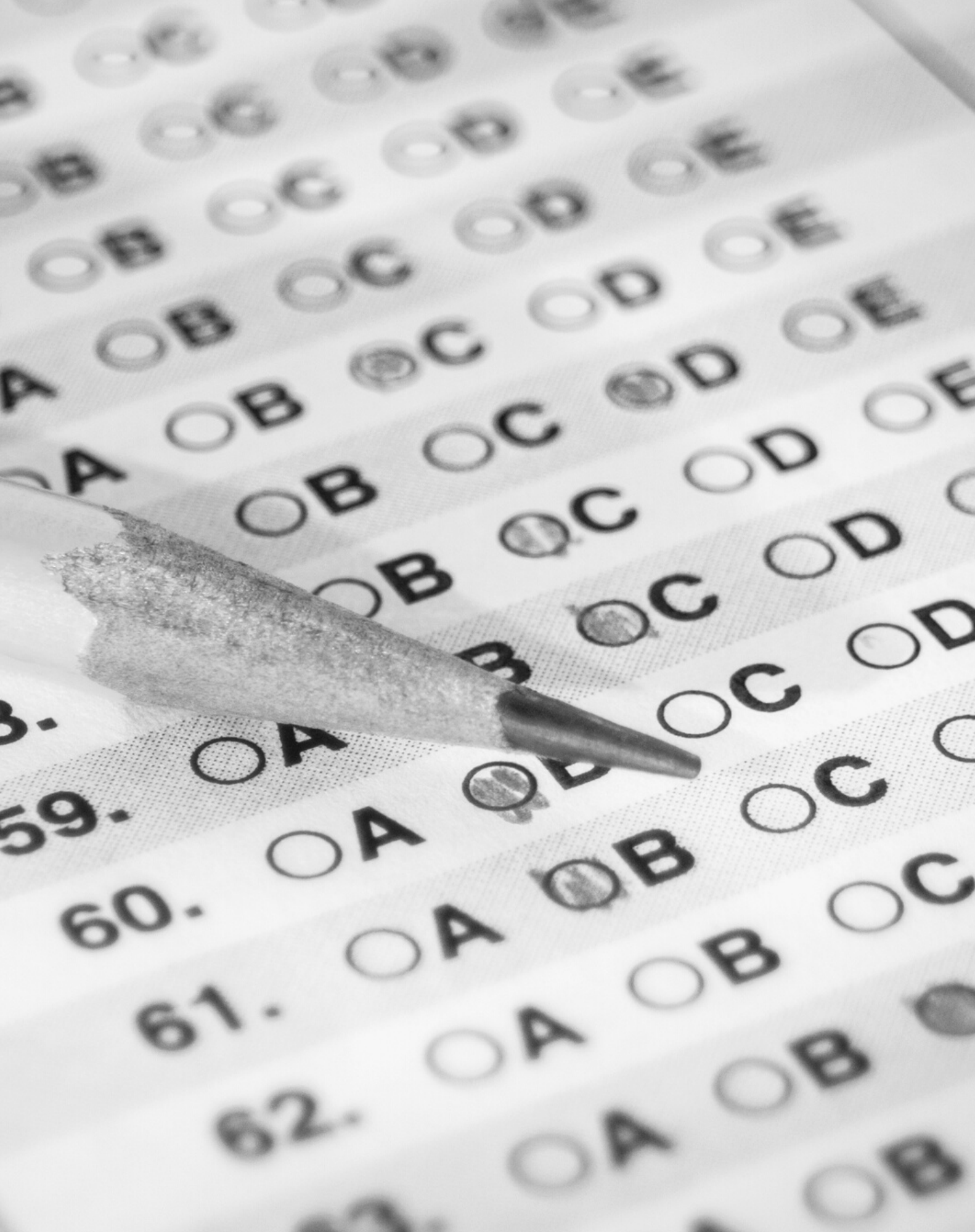
CYNICISM



INEFFICACY

Stages of Burnout





Measuring Burnout

Maslach Burnout Inventory™ (MBI)

Specialized inventories for Medical Personnel, Human Services workers, Educators & Students

Common Areas of Mismatch

WORKLOAD

COMMUNITY

CONTROL

FAIRNESS

REWARD

VALUES





Purpose-Driven Burnout

Rates of burnout especially high among medical professionals, human services workers, educators, mission-focused executives, & nonprofit employees

You identify so strongly with work that you lack balance between your work life and your personal life

You work in a helping profession

Strategies to Avoid Burnout



PRIORITIZE
SELF-CARE



SHIFT YOUR
PERSPECTIVE



REDUCE
EXPOSURE TO
JOB
STRESSORS



SEEK OUT
CONNECTIONS



Self-Care Is
Individual

Core Motivations

POWER
INDEPENDENCE
CURIOSITY
ACCEPTANCE
ORDER
SAVING
HONOR
IDEALISM
SOCIAL CONTACT
FAMILY
STATUS
VENGEANCE
ROMANCE
EATING
PHYSICAL EXERCISE
TRANQUILLITY



What
motivates
you?

What
restores
you?

