

Tips to Recognizing and Preventing Burnout

What you will learn:

- Describe how role stress and role strain contribute to burnout among health care providers.
- Discuss stress management techniques that health care providers can use to prevent burnout.
- Types of stressors

Types of stressors include:

- Daily hassles – stressors that are negative and affect us regularly, such as long lines at grocery stores, difficulty in getting a doctor's appointment, heavy traffic;
- Life changes – occur now and then and may be positive or negative, such as winning the lottery, getting married, terminal illness, loss of a parent;

Role Stress

- When on-the-job role duties and tasks are unrealistic and too much is expected to be done in the time available, or the job is too hard to do, or the person is over/under qualified for the job.



Signs of Burnout:

- **Loss of energy, physical and mental exhaustion;**
- **Increased irritability and temper;**
- **Stress-related problems, such as headaches, backaches, etc;**
- **Difficulty concentrating at work;**
- **Feeling detached from work;**
- **No longer motivated and concerned;**
- **Lack of satisfaction or sense of accomplishment;**
- **Feeling that he/she has nothing else left to give.**

Role-strain - reaction to role stress- Role-strain includes the following:

- **Psychological responses (anxiety, tension, irritation, resentment, depression);**
- **Physiological responses (increased heart rate, respiration, blood pressure; sweating; increased muscle tension)**
- **Social responses (withdrawal from interaction, job dissatisfaction, reduced involvement with colleagues at work)**

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IF ROLE STRAIN AND ROLE STRESS CONTINUE, BURNOUT OCCURS.

Burnout - mental and physical exhaustion caused by excessive work-related stress and characterized by a negative self-concept, negative attitude on the job, and loss of concern for clients.

Build Supportive Relationships and Share Feelings

- **Do not keep angry, frustrated, or sad feelings “bottled up inside.” It is better to express these feelings than hold them inside**
- **Share feelings with people you trust**
- **Learn to laugh with your friends**
- **Do things that you enjoy and take time for yourself**
- **Plan time for yourself when you are away from work.**
- **Do something you enjoy at least once a day.**
- **Take note of your health**
- **Be aware of physical, psychological and behavioral/ emotional symptoms of stress. Realize that you are stressed.**
- **Incorporate stress management**

RELAX- Relaxation exercises

- ❖ Erase any stressful thoughts from your mind
- ❖ Relax your arms and shoulders (you can be lying down, sitting , or standing)
- ❖ Take a deep breath
- ❖ Exhale slowly- repeat the process until your breathing is regular and steady. Let your mind concentrate on each breath
- ❖ Feel relaxed and in control
- ❖ Imagine yourself in a pleasant place
- ❖ Breathe slowly in and out and say to yourself: I am safe, I am in control and I am at peace

Stress Management Techniques to Prevent Burnout

- Learn to recognize stressors in the workplace
- Determine the things about your job that are stressful and list each stressor frequently encountered
- Attempt to understand why the stressor occurs; develop a plan to effectively deal with each stressor beforehand and incorporate the plan into your workday.
- Learn how to manage your time and set priorities
- Think about how you spend your time each day at work. Prioritize your activities that you do each day at work.
- Once you get your work assignment, take time to think about your day, and organize your time.

BEFORE YOU BURNOUT- REACH OUT- ASK FOR HELP AND TALK TO YOUR SUPERVISOR

Other Things You Can Do:

- Exercise regularly
- Eat nutritional meals
- Rest and learn how to relax
- Sign up for stress management classes

Sources- NC DHR – Me, Myself and I
SCHCA -“ The Caring Connection”- Stress