

# SEMINAR

# BURNOUT

- Burnout is a state of emotional, physical, and mental exhaustion caused by prolonged or excessive stress.
- It occurs when demands exceed personal and professional resources, leading to feelings of overwhelm, cynicism, detachment, and decreased efficacy.
- **At risk when:** stress is chronic, unrealistic demands, lack of control, lack of support, work-life imbalance, perfectionism
- Prevalent issue among educators worldwide, with rates ranging from 20% to 50% depending on various factors such as workloads, resources, cultural expectations, and societal pressures.



# BURNOUT STAGES

## ○ **Stage 1: Honeymoon Phase**

- Enthusiasm and optimism; Excitement about challenges; Gradually fades as demands increase

## ○ **Stage 2: Onset of Stress**

- Increased stress and anxiety; Feeling overwhelmed by workload; Frustration, irritability, and difficulty concentrating

## ○ **Stage 3: Chronic Stress**

- Chronic stress leads to exhaustion; Cynicism and detachment from work; Feeling ineffective and making no difference; Lost motivation

## ○ **Stage 4: Physical and Emotional Exhaustion = Burnout**

- Overwhelmed, detached, and ineffective; Fatigue, headaches, sleep disturbances, problems with digestion


## ○ **Stage 5: Depersonalisation, cynicism (Habitual Burnout)**

- Feeling detached, indifferent, and negative towards work and colleagues

# COPING WITH STRESS - STRATEGIES

- ▶ Coping = dynamic process, requires conscious effort to control what is happening
  - ▶ Passive strategies better when situation out of control
1. problem-oriented strategy (instrumental)
  2. strategies for seeking social support or emotions-oriented coping
  3. strategies of physical and psychological avoidance

To do:

- ▶ eliminate stressors
  - ▶ change reaction to stressors
  - ▶ build your **resilience** (healthy lifestyle, changes = challenges, engagement, internal locus of control, exposure to mild stressors with recovery)
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# EXERCISE IN SELF- COMPASSION

1) Reflect on times when you felt down or struggled.

- What thoughts and feelings arose?
- How did you respond to yourself having such thoughts and feelings?
- What self-talk was present?



2) Recall times when your friend was going through a difficult time and was struggling in some way.

- What did you wish for your friend at that moment?
- How would you respond to your friend in this situation?
- What words of encouragement did you offer?
- What tone of voice did you use?



# SELF-COMPASSION

- Being kind and understanding toward oneself in instances of pain or failure rather than being harshly self-critical.
- Perceiving one's experiences as part of the larger human experience rather than seeing them as isolating.
- Holding painful thoughts and feelings in mindful awareness rather than over-identifying with them.

Neff K.D. (2003). The development and validation of a scale to measure self-compassion. Self and Identity.2:223–250



# SELF-COMPASSION

- "It's okay to feel this way."
- "I'm feeling overwhelmed right now, and that's understandable."
- "I'm doing my best, and that's enough."
- "I'm going to treat myself with patience and understanding."
- "Everyone makes mistakes, including me."
- "It's normal to struggle sometimes."
- "I'm not alone in this."
- "I'm taking things one step at a time."
- "I'm going to focus on what I can control."

