Professional School Counselor Burnout
Causes and Prevention Strategies

Presentation by:
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• Defining Burnout
• Causes of Burnout
• Prevention Strategies
• Burn Out Quiz
• Small Group Discussion
• Large Group Discussion
• To fail, wear out or become exhausted by making excessive demands on energy, strength or resources.
• You’re getting so much accomplished!
• You can’t turn it off!
• You tell yourself it will slow down!
• You don’t know how to use the word ‘no’!

The Road to Burn Out
• Maslach defined 3 key signs of burnout:
  • Emotional Exhaustion,
  • Depersonalization, and
  • Reduced Personal Accomplishment.

Signs of Burnout
- Low energy/exhaustion
- Change in sleep
- Change in eating
- Muscle tension
- Headaches
- Frequent colds
- Shakiness
- Upset stomach
- Rashes/itching
- Elevated blood pressure
- Fast heart-rate
- Heart palpitations

Signs of Burnout: Physical
Signs of Burnout: Emotional

- Loss of control
- Inadequate
- Incompetent
- Forgetful
- Resistance
- Trapped
- Difficulty concentrating

- Boredom
- Sad
- Detached
- Anxious
- Frustrated
- Overwhelmed
- Denial
Signs of Burnout: Behavioral

- Accident prone
- Sighing
- Irritable
- Withdrawn
- Increased use of sick days
- Unproductive
- Unresponsive
- Increased use of alcohol/drugs
• Affects work performance and job satisfaction
• Leads to impairment in social and interpersonal relationships
• Withdraw from the job physically and emotionally

Dangers of Burn Out
• Personal
• Environmental
• Organizational

Causes of Burn Out
Causes of Burn Out Specific to School Counseling

- Administrative Support
- Role Clarification
- Inappropriate Job Duties
- Caseload
- Program Budget
• Advocacy Skills
• Administrative Support
• Building Boundaries
• Work Relationships
• Supervision
• Self Care Techniques
• ASCA National Model

Prevention Strategies in School Counseling
• Exercise
• Use humor to combat difficulties
• Eat healthy
• Develop self-awareness
• Meditation / Relaxation Exercises
• Collaborating & Consulting

Self-Care Techniques
Are You Burned Out?
Self-Assessment

Source of Quiz: http://www.mindtools.com/pages/article/newTCS_08.htm based on the Maslach Burnout Inventory
<table>
<thead>
<tr>
<th>Score</th>
<th>Comment</th>
</tr>
</thead>
<tbody>
<tr>
<td>15-18</td>
<td>No sign of burnout</td>
</tr>
<tr>
<td>19-32</td>
<td>Little signs of burnout or some factors are particularly severe</td>
</tr>
<tr>
<td>33-49</td>
<td>Careful! You may be at risk of burnout, particularly if several scores are high</td>
</tr>
<tr>
<td>50-59</td>
<td>Severe risk of burnout and one should consider doing something about this</td>
</tr>
<tr>
<td>60-75</td>
<td>Extreme burnout!!!</td>
</tr>
</tbody>
</table>

Source of Quiz: [http://www.mindtools.com/pages/article/newTCS_08.htm](http://www.mindtools.com/pages/article/newTCS_08.htm) based on the Maslach Burnout Inventory
• Please get into groups of 3-4 people
• Discuss your reaction to your self-assessment, your own causes of burnout, and/or prevention strategies for burnout
Large Group Discussion
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