

Professional School Counselor Burnout

Causes and Prevention Strategies

Presentation by:

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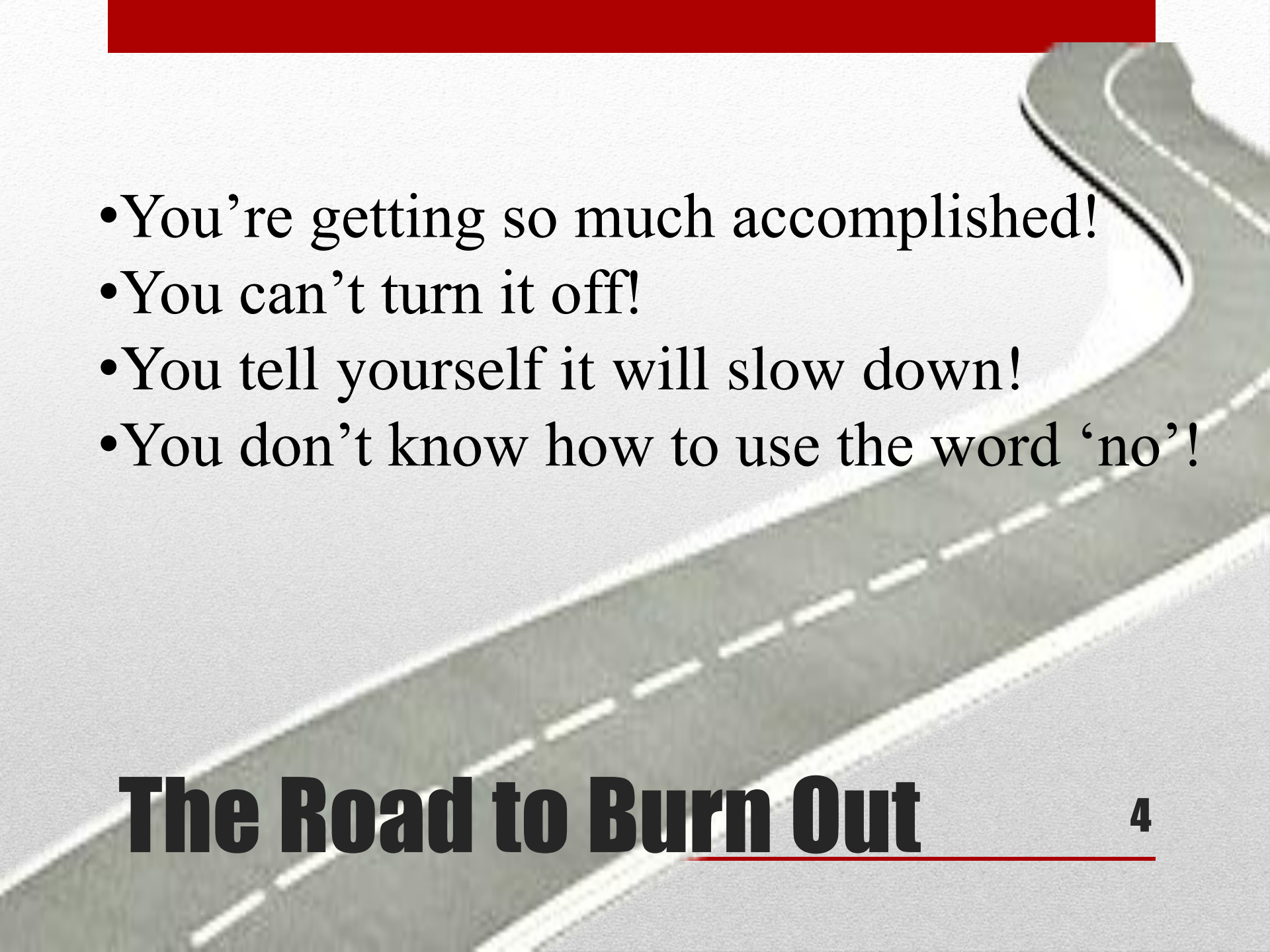
- Defining Burnout
- Causes of Burnout
- Prevention Strategies
- Burn Out Quiz
- Small Group Discussion
- Large Group Discussion

Agenda



- To fail, wear out or become exhausted by making excessive demands on energy, strength or resources

What is Burnout?

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- 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

- Loss of control
- Inadequate
- Incompetent
- Forgetful
- Resistance
- Trapped
- Difficulty concentrating
- Boredom
- Sad
- Detached
- Anxious
- Frustrated
- Overwhelmed
- Denial

Signs of Burnout: Emotional 7

- Accident prone
- Sighing
- Irritable
- Withdrawn
- Increased use of sick days
- Unproductive
- Unresponsive
- Increased use of alcohol/drugs

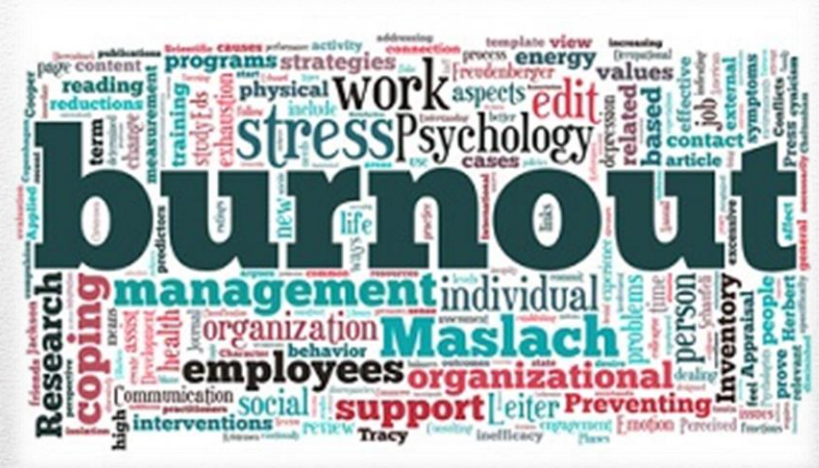


Signs of Burnout: Behavioral 8

- 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

- Administrative Support
- Role Clarification
- Inappropriate Job Duties
- Caseload
- Program Budget

Causes of Burn Out Specific to School Counseling

- 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

14

Source of Quiz: http://www.mindtools.com/pages/article/newTCS_08.htm based on the Maslach Burnout Inventory

Score	Comment
15-18	No sign of burnout
19-32	Little signs of burnout or some factors are particularly severe
33-49	Careful! You may be at risk of burnout, particularly if several scores are high
50-59	Severe risk of burnout and one should consider doing something about this
60-75	Extreme burnout!!!

Are You Burned Out?

Scoring

15

Source of Quiz: 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



Small Group Discussion



Large Group Discussion

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