

Burnout

From Genesis to Exodus

Doug Bruce, Principal Consultant
Covenant Development, LLC
“Farmers of human potential”

Genesis

Top 10 Symptoms of Burn Out

- 10) You go to bed at night with a sense of dread about a routine day at work.
- 9) You wake up in the morning with a sense of "I guess I have to go."
- 8) You show up and the first thing you do is start complaining.
- 7) You feel indifferent about what you were once passionate about doing...

Top 10 Continued

- 6) You start posting Dilbert or Cathy cartoons on your wall/door.
- 5) You start creating reasons for leaving early...or calling in sick...when you have no physical symptoms of illness.
- 4) You start looking at the clock early in the day.

Top 10 Continued

- 3) You start looking for ways to get out of doing things that are your job.
- 2) Procrastination is the norm, not the exception.
- 1) You start plotting the painful demise of a colleague.

3 Types of Burnout

- Too much of a good thing
- Too much of a bad thing
- Too much here, too much there, way too much, too much, Too Much, TOO MUCH!!!

Too Much of a GOOD Thing

- It all starts out right...but then...
- Small changes, new responsibilities (scope creep)
- More small changes, new people or systems
- More small changes, fewer resources, same load, higher quality (abusive multi-taking)
- More small changes, promotions
- More small changes

Hang in there...help is on the way!

Too much of a BAD Thing

- Wrong job
- Wrong people
- Wrong organization
- Wrong systems
- Wrong time
- Wrong compensation
- Wrong...

Help is still coming!! Hang in there!!!

too much, Too Much, TOO MUCH

- Burnout at work
- Stress in family
- Stress in other relationships, organizations, causes, or, heaven help us, the IRS

Burnout and stress compound like interest!

Did I say help was on the way?

Bad news...Good news

The bad news is, you have more change ahead of you.

The good news is, you control ALL of it!

Help is finally here!!!
Guess who is going to
Rescue You?

YOU!!!

The first thing is to own
that if you don't address
the issue...you become a
part of the problem.

You are responsible for your own
life.

All of it!!!

Stephen Covey says...

“Proactive means that as human beings we are responsible for our own lives. Our behavior is a function of our decisions, not our conditions.”

7 Habits of Highly Effective People

Choosing a Proactive Response

- We do not always choose our circumstances but *we choose 100%* of our responses.

Choosing Proactive Responses

When we are dealing with burnout, we must first identify what is (are) the source (s) of the feelings of being overwhelmed...it is then we can begin to choose based upon informed self interest.

Proactive Choices

- Begin by sorting out whether it is external stressors or actual job related burnout.
 - Chronic illness in family
 - Financial problems
 - Marriage/Divorce/Death/Betrayal
- Do a reality check with a trusted colleague
 - Is it me...or is it the job that creates this feeling?

Proactive Choices

- Gather data:
 - Work load distribution
 - Intensity of assignments
 - Changes in dynamics
 - Resources
 - Technology
 - Policy
 - Personnel

Proactive Choices

- Make an appointment...make your case using data, including the symptoms you are experiencing that tell you are burning out.
- Negotiate for:
 - Different kinds of work
 - Lighter load
 - Different environment

Proactive Choices

- If negotiations fail make the changes yourself...you always have the power to choose your response.
 - Rearrange your workload as best you can
 - Ask your colleagues for help
 - Look for ways to make things more interesting by switching responsibilities with another

Proactive Choices

- If this fails...
 - Go over your boss's head
 - Start looking for a new job/career

Effective Personal Leadership

- Identify the problem
- Gather data
- Develop a personal strategy
- Present your case
- Be prepared for a major change...that you have decided upon BEFORE you begin

Things Not To Do

- Procrastinate facing the problem
- Let others determine your best solution
- Talk yourself into a state of powerlessness
- Whine to colleagues about how “bad” everything is
- Manage it by “feel good” impulses
 - Over eating
 - Drinking – drugging
 - Etc.

Absolutely DO NOT!!!

Quit without:

- Talking it out first
- Giving due notice
- A plan that gives you alternatives

Things to keep in mind

- A lot of burnout begins with job selection.
 - We choose a job/career based upon bad assumptions
 - If we don't get better information about ourselves, we will get burned out again
 - Getting career counseling is often a good investment

More things to keep in mind

- A lot of burnout is a product of dysfunctional relationships
 - You don't have to like the people you work with...but you **MUST** be able to work with them. You can't change them so...you will have to choose what you will change.
 - Not all bosses were made in heaven.
 - You can't bargain with Satan and win.
 - You choose how long you stay in hell.

Still more things to keep in mind

- If money is what is keeping you from acting on your burnout find out the value of:
 - Your sanity
 - Your relationships with others
 - Your health
 - Your spiritual well-being

Things You Can Count On

- The people above can not read your mind. You must take responsibility for informing them.
- Your colleagues are too busy with their own lives and jobs to rescue you.
- You know your situation better than anyone...and you care about it more than anyone...you must be your own advocate!

Sources of Help

- Perhaps your boss
- Perhaps a friend or colleague
- Perhaps a professional counselor
- Perhaps a member of the clergy
- Perhaps a career consultant
- Perhaps a family member

Exodus

The journey to the promised land
begins with the first step.

Take it.