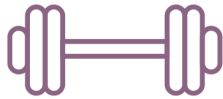


WHEN QUITTING IS NOT AN OPTION: OVERCOMING BURNOUT

COMMON CAUSES OF PROFESSIONAL BURNOUT



**Unreasonable
Time Pressure**



**Unmanageable
Workload**



**Lack of
Communication
& Support**



**Unfair
Treatment**



**Lack of Role
Clarity**

The World Health Organization (WHO) recognized burnout as an occupational phenomenon.

“Syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”

Prolonged or chronic stress characterized by exhaustion, cynicism, and feeling of reduced ability.

SIGNS OF PROFESSIONAL BURNOUT

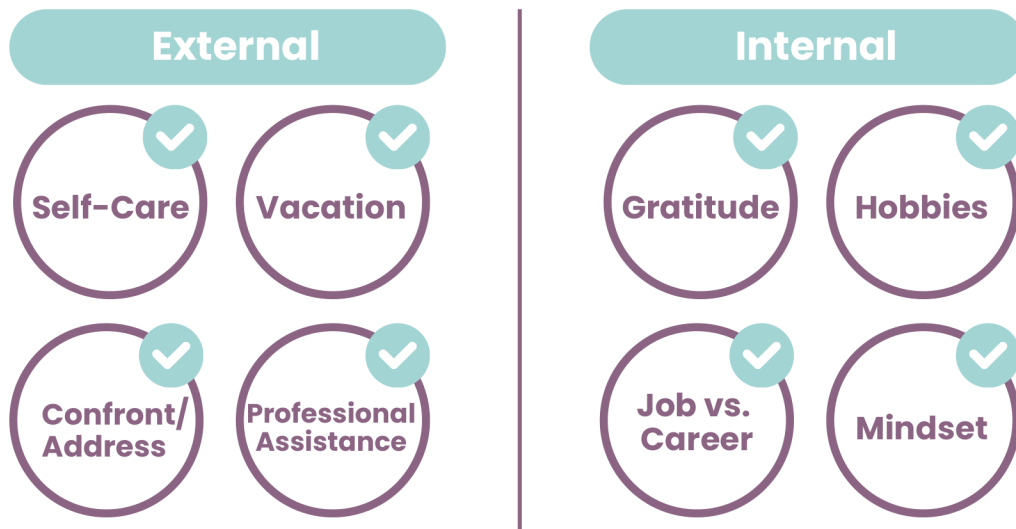
- ✓ Dread going to work
- ✓ Want to leave once you are there
- ✓ Have low energy
- ✓ Having little interest in work
- ✓ Feeling that your work lacks meaning
- ✓ Feeling that your work goes unnoticed
- ✓ Blaming others for your mistakes
- ✓ Thinking about quitting all the time

NAVIGATING BURNOUT

- 1 Anticipate
- 2 Recognize Early
- 3 **Cope** or Change



INDIVIDUAL COPING STRATEGIES



MANAGER COPING STRATEGIES

- | | |
|------------------------|--------------------|
| Be Empathetic/Flexible | Reassign/Repurpose |
| Communicate | Train |
| Reinforce Purpose | Appreciate |

Appreciate with:
Words, Time, Acts, Gifts, Food

Connect with
Dr. Furman

