

BURN OUT SYNDROME PREVENTION AND COPING STRATEGIES



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ज्ञान - विज्ञानं विमुक्तये

Programme Schedule

Venue: Auditorium

Timing	Topic	Speakers
16th August 2013 9.00-9.30 am	Registration	
9.30-10.30 am	Inauguration	
	Tea break	
11.00 am-12.15pm	Keynote address: Burnout syndrome- An emerging health concern	Prof.Dr.K.S.Kumari Director, Community College, Pondicherry University, Pondicherry.
	Lunch Break	
1.00-2.15 pm:	Occupational health: A Changing paradigm	Dr.Abraham Varghese Chairman, IMA, District Task Force, Ernakulam
2.15-3.30 pm:	Faces of burnout: The signs and symptoms	Dr.Vivek Ullatil, Psychiatrist, Renai Medicity, Ernakulam
3.30 pm:	Paper Presentation	
17th August 2013 9.00- 9.30 am:	Poster Presentation	
9.30 -10.45 am:	Lifestyle disorders and management	Dr. Suresh Kumar Senior Medical Officer, Cochin Port Trust Hospital, Ernakulam
	Tea Break	
11.00 am-12.15pm:	Impact of work environment on productivity	Mr.C.P.Wilson Senior Manager (Safety) Binani Zinc Limited, Cochin
	Lunch Break	
1.00- 2.00 pm:	Physiological changes in old age	Dr.Sunny Orathael, Asst.Professor of Medicine, Cochin Medical College, Kalamassery.
2.00- 3.00 pm:	Comprehensive approach towards burnout management	Prof.Dr. S. Kowsalya Dept.of Food Science and Nutrition, Avinashilingam University, Coimbatore.



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COMPREHENSIVE APPROACH TOWARDS BURNOUT MANAGEMENT

When our body and mind are relentlessly strained, we can develop emotional and physical fatigue. Burnout is a physical, mental, and emotional response to constant levels of high stress. These stress reactions can result in levels of depression or unhappiness that eventually threaten our job, our relationships and our health. Burnout produces feelings of hopelessness, powerlessness, cynicism, resentment and failure—as well as stagnation and reduced productivity. Burnout is a global concern and work-related stress has the potential to negatively affect the individual's psychological and physical health, as well as an organization's effectiveness.

Burnout is associated with situations in which a person feels: overworked, underappreciated, confused about expectations and priorities, concerned about job security, overcommitted with responsibilities and resentful about duties that are not commensurate with pay. Burnout is not simply excessive stress. Rather, it is a complex human reaction to ongoing stress, and it relates to feeling that our inner resources are inadequate for managing the tasks and situations presented to us. The signs and symptoms of burnout are similar to those of stress, but burnout includes an emotional exhaustion and an increasingly negative attitude toward our work and, perhaps, our life.

Causes of Burnout includes: - Changes in the **work environment** and a feeling of lack of control over the work are major causes of the unrelieved stress that can easily become job burnout. Though burnout pervades every occupation, it is more prevalent among **service professionals**, especially common among teachers, clergy members, health



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Burn out syndrome-Prevention and coping strategies

practitioners and caregivers. Research by and among those in the human-service professions led to a general understanding of burnout as a feeling of no longer being able to give of oneself. People with tendencies to place **too-high expectations** on themselves also may be more prone to burnout. When carried too far, compulsiveness, perfectionism, and inflated self confidence, setting unrealistic goals, thinking anything is possible with the right amount of work, and taking on more than we know we can handle will leave us striving to maintain an intensity that simply cannot be sustained over time may lead to burnout.

Burnout is not an overnight occurrence. In a chronic state of stress, our body will begin to show the following physical signs of stress overload such as psychosomatic illnesses (psychological / emotional problems which manifest themselves physically), digestive problems, headaches, high blood pressure, heart attacks, strokes, teeth grinding and fatigue. Several job characteristics, such as excessive work demands and a lack of resources may lead to more burnout. Workload, time pressure, role conflict and role ambiguity are some of the most important “triggers” of burnout. Lack of social support and job autonomy are harmful as well. When an organization / management / supervisor has high expectations toward the employees but gives less in return, burnout is also likely to develop.

Strategies for the management of Burnout

Management of Burnout includes **pharmacological treatment** according to symptoms, e.g. antidepressants, beta-blockers; **psychotherapy**, such as relaxation techniques, improvement of self-esteem, concepts for dealing with stress; **reorganization** of the work environment, such as the organization of work and the work structure, and the introduction of time management; Change of work environment, combined with rehabilitation and retraining

Workplace related strategies are:

- The creation/preservation of a 'healthy working environment' (e.g. time management, communication style of leadership),
- The recognition of performance (praise, appreciation, money),
- The training of managers ('key role' of the boss in burnout prevention).

Person-oriented strategies are:

- the carrying out of 'suitability tests' before job training,
- specific programmes accompanying the work of persons from risk groups (e.g. Balint groups for teachers and doctors),
- Regular occupational—medical / psychological monitoring (e.g. establishment of a special 'job-stress' checkup for the early recognition of burnout).

Individual strategies are-

- Improvements in dealing with stress,
- The learning of relaxation techniques,

- The delegation of responsibility (learning to say 'no'),
- Hobbies (sport, culture, nature),
- trying to uphold stable partnerships/social relationships,
- Frustration prophylaxis (reducing false expectations)

Strategies for managing burnout:

1. **Take care of yourself.** Examine diet, exercise routine and sleep patterns. Be on the watch for excessive alcohol or drug use. Healthy living will improve your physical ability to cope with tough times.
2. **Relieve stress.** Ask yourself when and where stress seems to be occurring and develop strategies for dealing with that stress. Does stress come from working too many hours? If so, can you adjust your schedule and/or delegate some responsibility?
3. **Check your goals and values.** This can be a good time to analyze if you are going through is worth the price in relation to the goals that you have. Is that next promotion really worth risking your physical and emotional health? Are you in the wrong job, organization or profession? How does what you are doing match up with your professional and personal values? Are you losing time with your family and hurting yourself at the same time? What is truly important in your life?
4. **Ask for help.** Ask for help when needed. Experiencing burnout may also be a time to bring the team together and talk about what is happening and explore support resources that may be needed.
5. **Set boundaries.** It's nice to be a team player, but sometimes in our efforts to be supportive we end up trying to be all things to all people. It may be time to analyze what you can and cannot do, and when it is a good time to close your door and shut off the outside world.
6. **Relax. Laugh. Have fun.** Exactly that. Program relaxation, laughter and fun into your life. Take a day off. Plan a vacation. Unplug from social media. Do things you enjoy and get away from the all consuming 24-7 world that has been eating you up.

Conclusion

A few other suggestions in the controlling burnout:

- **Share your feelings** with someone you trust, whether that be a family member, friend, or a professional
- **Set realistic goals** for yourself, and don't feel bad about asking for help when you need it
- **Seek out counseling help** when you need it with a therapist, social worker, clergy member, or other professional

Burn out syndrome-Prevention and coping strategies

- **Take care of yourself** with plenty of exercise, sleep, and a healthful diet
- **Educate yourself** so that you can develop realistic expectations for yourself and your loved ones.
- **Time is running out** so proper time management is very essential for carrying out each task.

“Let us follow these strategies and be happy and healthy”