BECOMING A RESILIENT ADVISOR: BURNOUT PREVENTION AND SELF-CARE STRATEGIES FOR ADVISORS

Susan MaComb, MCoun, LPC & Mary Beth Rayner, MEd
Idaho State University
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SESSION OBJECTIVES

• Define burnout
• Recognize symptoms in yourself and others
• Describe risk factors that contribute to the creation of burnout
• Identify professional and self-care strategies to prevent and/or recover from burnout
• Create personal action plan to address current burnout contributors
WHAT IS BURNOUT?
(Adapted from Skovholt, 2001, p. 107)
FORMAL DEFINITIONS

“Burnout is someone in a state of fatigue or frustration brought about by devotion to a cause, way of life, or relationships that failed to produce expected reward.”

(Freudenberger & Richelson, 1980, p. 13)

“Burnout is the index of dislocation between what people are and what they have to do. It represents an erosion in values, dignity, spirit and will—an erosion of the human soul.”

(Maslach & Leiter, 1997, pp. 17)
KEY DIMENSIONS OF BURNOUT

FULLY ENGAGED
- Energy
- Involvement
- Efficacy

VS

BURNED OUT
- Exhaustion
- Cynicism
- Ineffectiveness

(Maslach & Leiter, 1997, pp. 17-18, 24)
WHY ARE ADVISORS AT RISK?

• Individual Characteristics
  • Beliefs, Values, & Personality

• Environmental Risk Factors
  • The Caring Cycle
  • Modern Workplace Trends

• Hazards of the Profession
INDIVIDUAL CHARACTERISTICS

I MAKE THE WORLD BETTER!
I'M A POSITIVE FORCE!
ENVIRONMENTAL RISK FACTORS: THE CARING CYCLE

Empathic Attachment

Felt Separation

Active Involvement

(Skovholt, 2001, p. 13)
ENVIRONMENTAL RISK FACTORS: MODERN WORKPLACE TRENDS

- Less intrinsic worth
- Global economics
- Technology
- Redistribution of power
- Failing corporate citizenship

Impacts on Higher Education?

(Maslach & Leiter, 1997, pp. 2-9)
HAZARDS OF THE PROFESSION

(Skovholt, 2001)
MISMATCH BETWEEN INDIVIDUAL AND ENVIRONMENTAL DEMANDS

- Overloaded
- Lack of Control
- No Reward
- Conflicting Values
- Treated Unfairly
- Breakdown of Community

(Maslach & Leiter, 1997, p. 26)
Burnout Creation

- Work Overload
- Lack of Control
- Insufficient Reward
- Breakdown of Community
- Unfairness
- Significant Value Conflicts

Burnout Prevention

- Sustainable Workload
- Feelings of Choice & Control
- Recognition and Reward
- A Sense of Community
- Fairness, Respect, & Justice
- Meaningful, Valued Work

(Maslach & Leiter, 1997, p. 149)
WHAT CAN WE DO ABOUT IT?
**SUSTAINING THE PROFESSIONAL SELF**

<table>
<thead>
<tr>
<th>Know Thyself</th>
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<tbody>
<tr>
<td>Actively Engage in Professional Development</td>
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<td>It’s OKAY to Vent</td>
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<td>Discourage Perfection</td>
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<td>Be Patient With Your Own Development</td>
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<td>Change it up!</td>
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<td>Practice Good Boundaries</td>
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<td>Focus on The Successes You Can Control</td>
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<td>Creating a “Professional Greenhouse”</td>
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(Adapted from Skovholt, 2001, pp. 126-144)
FOCUS ON THE SUCCESSES YOU CAN CONTROL

(Skovholt, 2001, p. 126)
CREATING A “PROFESSIONAL GREENHOUSE”

(Skovholt, 2001, p. 135)
SUSTAINING THE PERSONAL SELF

- Relationships
- Reward Yourself
- Balance
- Self-Awareness

(Adapted from Skovholt, 2001, pp. 147-162)
RELATIONSHIP WITH SELF & OTHERS
REWARD YOURSELF
BALANCE

WELLNESS

- Spiritual
- Emotional
- Intellectual
- Physical
- Social
- Environmental
- Financial
SELF-AWARENESS
SELF REFLECTION

• What do you value most about yourself—as a person and as a professional?

• What types of tasks at work do you enjoy the most?

• What do you value most about working with students?

• What strengths do you possess?

(Adapted from Magruder-Watkins, Mohr, & Kelly, 2011)
WHAT IF YOU ARE ALREADY BURNED OUT?

• Don’t ignore it
• Explore the source of the problem
• Talk about it
• Increase self-care strategies
• Seek professional help
• Change jobs/workplace
CREATING AN ACTION PLAN
REFERENCES


CONTACT INFORMATION

Susan Macomb, M.Coun., LPC
Idaho State University
1784 Science Center Dr.
Idaho Falls, ID 83402
208-282-7802
macosusa@isu.edu

Mary Beth Rayner, M.Ed.
Idaho State University
1784 Science Center Dr.
Idaho Falls, ID 83402
208-282-7898
raynmary@isu.edu