

Stress Management Changes in Behavior Associated with Burnout

Area of Living	Observable	Subjective
Physical	Working overtime, double shifts, etc.	Boredom, apathy toward job
	Skipping rest and lunch breaks	“Clock puncher syndrom.” punch-in, get basic job done, punch out
	Fatigue; low energy level	Negative attitude toward people/clients:
	Sleep pattern changes - wake up early, hard to fall asleep	- labeling people - distancing from people - losing patience
	Susceptibility to illness increases	
	Body tension - headaches; G.I. irritability	
	Job performance effects: - productivity reduced - quality of care altered	
Emotional/Psychological	Self medication - alcohol - sedatives, nerve pills, barbiturates	
	Feel guilty when extra work is refused	Emotional exhaustion: - feel empty - little to give
	Sense of humor subdued	
	Mood swings/irritability	Self-esteem declines: - don't like self - dissatisfied with career goals or lack of goals - self-blame “What's wrong with me?”
	Low frustration tolerance - lose patience more easily	
		Helpless feelings emerge: - feel “trapped” in the job - can't see alternatives
		Difficulty in receiving support increases: - “I'm in charge/control” - “I'll do it myself”
Social	Delay or skip vacations	Feel confined by family demands/responsibilities
	Withdraw from support system when most needed.	Feel very isolated: “No one understands what I'm going through.”
	Find less enjoyment in social activities	
	Reduce frequency of social activities	
	Want to be alone more often	