

Burnout Syndrome



According to surveys, burnout syndrome (“burnout”) is a result of professional exhaustion, that is, a reflection of the consequences of stress in the workplace. Removal those with whom one works allied by physical and emotional exhaustion, depressions, aggressive behaviours, sudden irritations, among others.

Work is not always synonymous of professional achievement, when the organizational environment tends to provide dissatisfaction. The professionals most affected by this syndrome are those who dedicate themselves intensely, usually from the health área, teachers, psychoanalysts, social workers, comercial sector, public seviles, coordinators of personal department, etc.

The demands of the labour market, and the desire to perform professionally, to be successful in some way, are also factos that can contribute to the development of such a syndrome, since it is within the scope of work that we spend most of our time. With the intention of offering what we have the best, sometimes performing several activities at the same time, and once again vulnerable to exhaustion, besides losing motivation for work, for not recognizing such dedication.

Often we must say not to the world but to ourselves.

The daily activities, overwhelmed with negativismo, which are the causes of professional dissatisfaction, most of the time, is the difficulty we have to use a word often “boring” to pronounce: the “no”. Unfortunately we are chained to deny ourselves, when this denial can mean a “yes”, na acceptance in which we learn, namely, what is good and positive, demonstrating our opinions and limits also on behalf of our own health.

By doing more extensive research, a test has been found on the IDLH website, which can help identify if you are another victm of this syndrome.

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BURNOUT QUESTIONNAIRE

Rate each of the 28 questions according to the following scale:

- 1 = never/no change
 2 = rarely
 3 = sometimes
 4 = often
 5 = always/much change

QUESTIONÁRIO:

| Questions | | Answer |
|-----------|---|--------------------------|
| 1. | Worry at night, have trouble falling asleep or staying asleep? | <input type="checkbox"/> |
| 2. | Feel less competent/effective than before or work harder yet accomplish less? | <input type="checkbox"/> |
| 3. | Consider yourself unappreciated or "used" on the job? | <input type="checkbox"/> |
| 4. | Feel tired/fatigued rather than energetic even when you get enough sleep? | <input type="checkbox"/> |
| 5. | Dread going to work or feel trapped in your job situation? | <input type="checkbox"/> |
| 6. | Feel angry, irritated, annoyed, or disappointed in people around you? | <input type="checkbox"/> |
| 7. | Suffer from physical complaints or frequent illness (headaches, stomach/back/neck aches, colds)? | <input type="checkbox"/> |
| 8. | Feel overwhelmed? | <input type="checkbox"/> |
| 9. | Think that sex seems like more trouble than it's worth? | <input type="checkbox"/> |
| 10. | See close friends and family less often? | <input type="checkbox"/> |
| 11. | More forgetful (about appointments, deadlines, personal possessions) or disassociated than usual? | <input type="checkbox"/> |
| 12. | Always watching the clock? | <input type="checkbox"/> |
| 13. | Avoiding conversation with co-workers or isolating from people in general? | <input type="checkbox"/> |
| 14. | Rigidly applying rules without considering more creative solutions? | <input type="checkbox"/> |
| 15. | Increasing your use of alcohol or drugs? | <input type="checkbox"/> |

| | | |
|-----------------------|--|--------------------------|
| 16. | Easily or automatically expressing negative attitudes especially to changes? | <input type="checkbox"/> |
| 17. | Absent, out sick more often, or while at work? | <input type="checkbox"/> |
| 18. | Unable to laugh at a joke about yourself or have difficulty finding joy? | <input type="checkbox"/> |
| 19. | Experiencing interpersonal conflict with co-workers/family? | <input type="checkbox"/> |
| 20. | Too busy to do ordinary things (making phone calls, reading, calling/contacting family or friends)? | <input type="checkbox"/> |
| O seu trabalho | | |
| 21. | Seem meaningless or filled with too many repetitive situations? | <input type="checkbox"/> |
| 22. | Pay too little? | <input type="checkbox"/> |
| 23. | Lack access to a social-professional support group? | <input type="checkbox"/> |
| 24. | Depend on capricious funding sources or not have enough funds to accomplish agency goals? | <input type="checkbox"/> |
| 25. | Lack clear guidelines or require you to deal with rapid program changes? | <input type="checkbox"/> |
| 26. | Entail so many different tasks that you feel fragmented? | <input type="checkbox"/> |
| 27. | Demand coping with an angry public? | <input type="checkbox"/> |
| 28. | Overload you with work, demand long shifts and frequent overtime or deny you breaks/self-monitored time-outs, lunch time, sick leave, or vacation? | <input type="checkbox"/> |
| Total | | |

Total up the numbers in the response column.....Your score: _____

WHAT YOUR SCORE MEANS

Now, place yourself on the burnout scale. Burnout is reversible, no matter how far along it is. Of course the higher number signifies that the sooner you start being more gentle with yourself, the better life will be for you.

| | |
|----------------|---|
| 28 – 38 | <ul style="list-style-type: none"> You appear impressively mellow, with almost no job stress and seem practically burnout-proof. |
| 39– 50 | <ul style="list-style-type: none"> You express a low amount of job-related stress and are not likely to burn out. Look over those questions on which you scored a 3 or above and think about ways you can reduce the stresses involved. |
| 51 – 70 | <ul style="list-style-type: none"> You seem to be under a moderate amount of stress on the job and have a fair chance of burning out. For each question on which you scored a 4 or above, consider ways you can reduce the stresses involved. If possible, take action to improve your attitude or the situation surrounding those things that trouble you most. |
| 71 – 90 | <ul style="list-style-type: none"> You express a high amount of job-related stress and may have begun to burn out. Consider studying stress reduction, assertiveness, and burnout prevention. Mark each question on which you scored a 4 or above and rank them in order of their effect on you— beginning with the ones that bother you most. For at least your top three, make a list of ways you can reduce the stresses involved and take action to improve your attitude and/or situation. If your body is reflecting this stress, get a medical checkup. |
| 91 up | <ul style="list-style-type: none"> You seem to be under a dangerous amount of stress and are probably nearing an advanced stage of burnout. Without some changes in your behaviors, attitude, and job situation your potential for succumbing to stress-related illness is high. Consider taking classes in stress reduction and burnout prevention and/or seeking professional help. |

Don't let a high score alarm you, but PAY ATTENTION TO IT!

Evaluate your professional and personal support system.

Know your limits, and honor them.

Learn how to ask for help when you need it, and to delegate!