

Keep the Fire Burning: Preventing Preceptor Burnout



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“There must be more to life
than increasing its speed.”

Mahatma Gandhi

Burnout Overview

- What is it?
- What does it look like?
- What causes it?
- What can we do?
- A new approach?



What is Burnout?

A *prolonged* response to chronic stressors in the workplace characterized by 3 dimensions:

- Emotional exhaustion – feeling physically and emotionally depleted and indifferent
- Cynicism (depersonalization) – negative, cold, distant attitude; disengagement
- Inefficacy – feelings of diminished personal accomplishment

Symptoms

- Frustration
- Anger
- Hopelessness
- Powerlessness
- Chronic fatigue
- Irritability
- Detachment
- Isolation
- Feelings of failure
- Depression
- Apathy
- Disillusionment
- Feeling trapped
- Cynicism/sarcasm
- Insomnia
- Headaches



Stress versus Burnout



Acute

Overly engaged

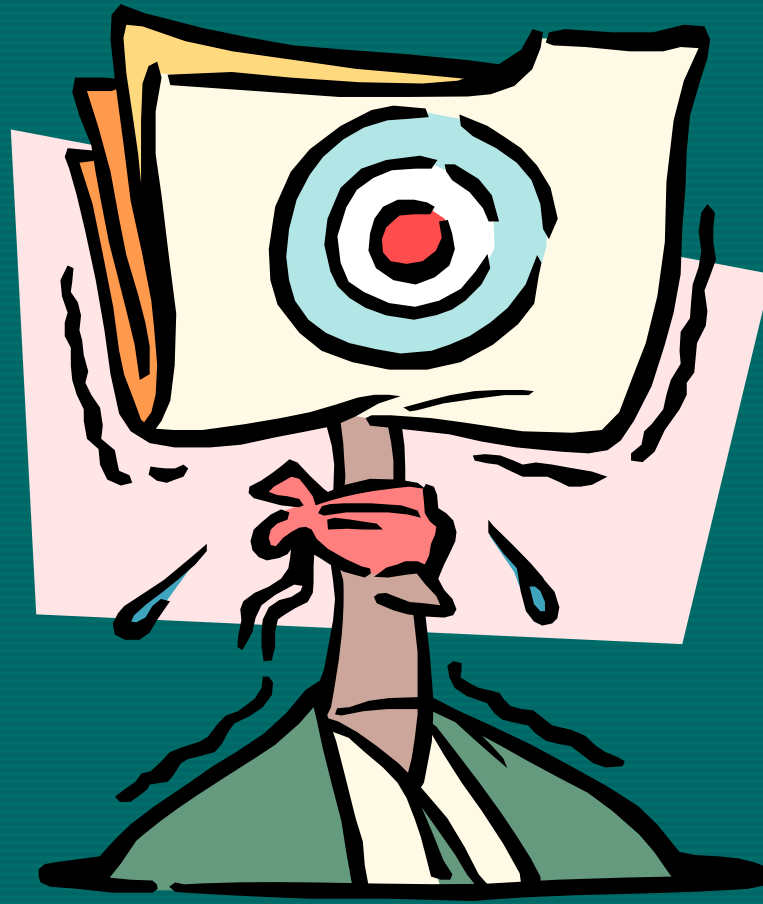
Anxiety

Chronic

Disengaged

Depression

What Stress?



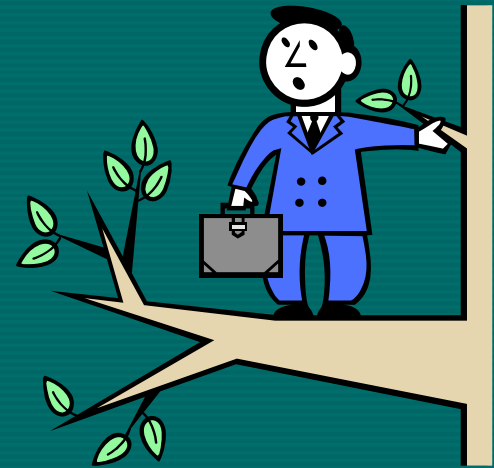
Risk Factors - Individual Characteristics

- Highly educated
- Younger (< 30-40 years old)
- Single
- Ambitious
- Idealistic
- Service professionals (e.g. healthcare, teaching, counseling, law enforcement)
- Strong identification with work (lack reasonable balance between work and personal life)



Risk Factors – Organizational Characteristics

- Lack of control
- Unclear/mismatched expectations
- Chronically unrealistic job demands
- Imbalance between demands (high) and resources (low)
- Conflicts/dysfunctional dynamics
- Mismatch in values
- Insufficient rewards
- Lack of community
- Unfairness



Six Domains of Work Life

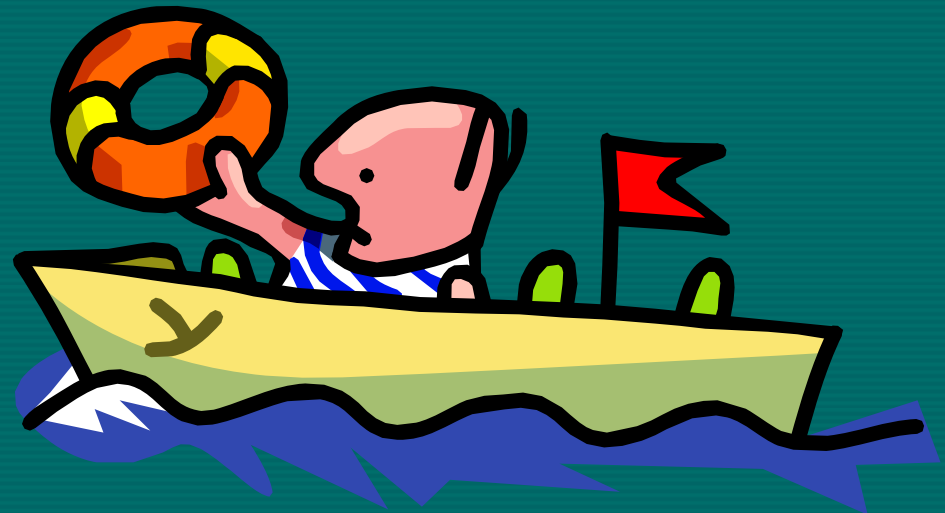
- Workload
- Control
- Reward
- Community
- Fairness
- Values



Risk Reduction Strategies

Effective strategies will:

- Reduce the potential for exhaustion (mental and physical)
- Promote a sense of accomplishment



Risk Reduction Exercise #1

Individual Strategies

- Relaxation/Renewal
- Time Management
- Personal/Professional Life Balance



Risk Reduction Exercise #2

Organizational Strategies

- Workload
- Control
- Reward
- Community
- Fairness
- Values



Action Plan

- Choose 1-2 top stressors from your personal list
- Choose improvement strategies from the individual and/or organizational lists to develop your personal plan
- Identify at least 2 techniques to employ for personal renewal and/or life balance



“Losers visualize the penalties of failure. Winners visualize the rewards of success.”

Rob Gilbert

Engagement

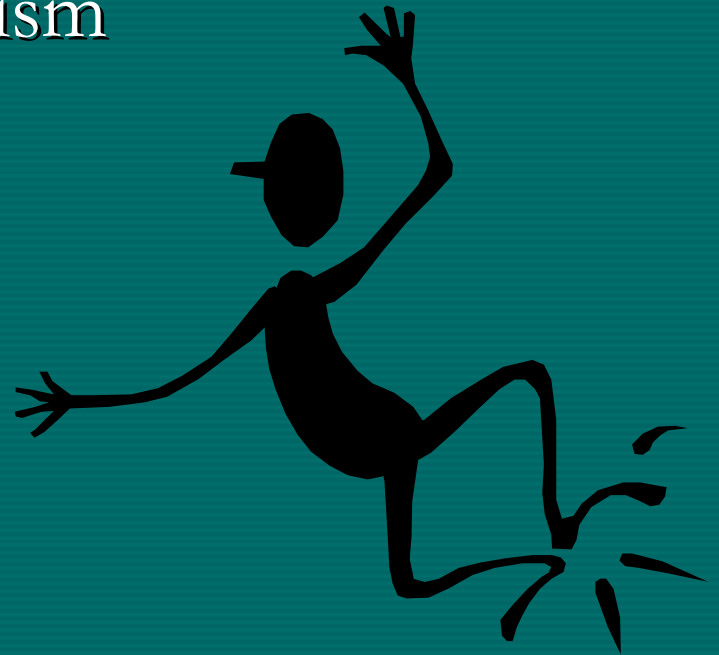
A persistent positive motivational state (The antithesis of burnout.)

- Energy
- Involvement
- Sense of accomplishment



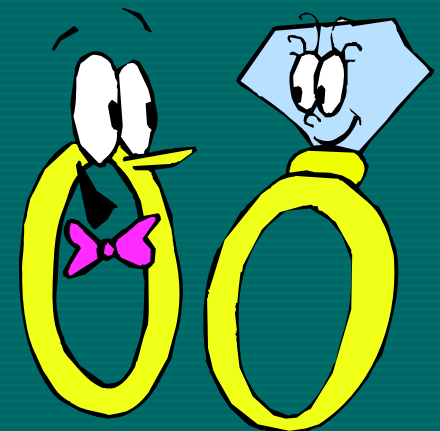
Symptoms

- Motivation
- Commitment
- Empowerment
- Joy
- Productivity
- Pride
- Interest
- Optimism
- Vigor



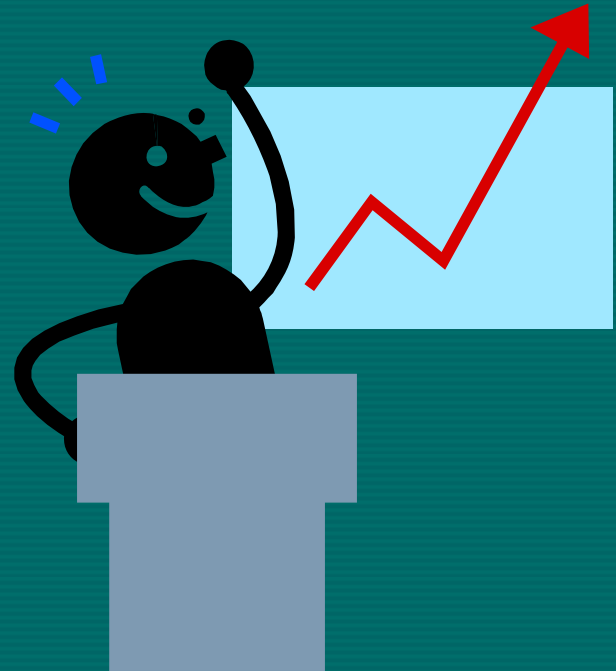
Rules of Engagement

- **Focus on positive outcomes**
 - Professional growth and success
 - Personal/professional life balance
- **Embrace challenges as growth opportunities**



Organizational *Opportunities*

- Workload
- Control
- Reward
- Community
- Fairness
- Values

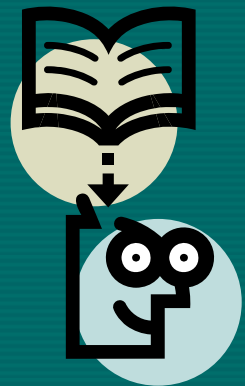


“If we keep doing what we’re doing, we’re going to keep getting what we’re getting.”

Stephen R. Covey

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