



Slide 1



WHEN YOU ARE ENGULFED IN FLAMES:
Recognizing and overcoming job burnout

Jean Marie Heilig
Fiscal Officer
Colorado State Library



COLORADO
Department of Education
Colorado State Library

Slide 2

OUTCOMES

- Discover if you're at risk of job burnout.
- Recognize the warning signs of burnout.
- Understand how to reverse the symptoms of burnout.
- Acquire tools to prevent burnout from happening.

Slide 3


“32% of employees are engaged in their jobs – meaning they are involved in, enthusiastic about, and committed to their work and workplace.”

— Gallup Daily Tracking

Slide 4


“Job burnout is a special type of job stress – a state of physical, emotional or mental exhaustion combined with doubts about your competence and the value of your work.”

—Mayo Clinic




Slide 5

CAUSES- WORK RELATED




- Lack of Control
- Unclear Job Expectations
- Dysfunctional Workplace
- Mismatch in Values
- Poor Job Fit
- Extremes of Activity
- Lack of Recognition
- Excessive Bureaucracy




Slide 6

CAUSES- LIFESTYLE



- Work-life Imbalance
- Too Many Things
- Too Many Responsibilities
- Not Enough Sleep
- Lack of Social Support



Slide 7

CAUSES- PERSONALITY TRAITS

Not Just Anyone

Everything to Everyone



Perfectionists


Pessimistic

In Control

High-Achieving

Slide 8

CHECKING YOURSELF FOR BURNOUT



MindTools: Essential skills for an excellent career
https://www.mindtools.com/pages/article/newTCS_08.htm

Slide 9

SCORING

Selection	Points
Not at All	1
Rarely	2
Sometimes	3
Often	4
Very Often	5

Slide 10

RESULTS

How did you do?


Score	Comment
15-18	No sign of burnout here
19-32	Little sign of burnout here, unless some factors are particularly severe
33-49	Be careful—you may be at risk of burnout, particularly if several scores are high
50-59	You are at severe risk of burnout—do something about this urgently
60-75	You are at very severe risk of burnout—do something about this urgently

Slide 11

RECOGNIZE
REVERSE
PREVENTION

Slide 12

RECOGNIZE: COGNITIVE PROBLEMS



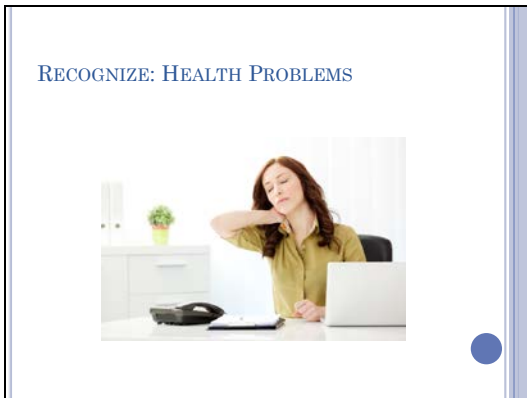
Slide 13



Slide 14



Slide 15



Slide 16

REVERSE

Slow Down!



A blue circle is located in the bottom right corner of the slide content area.

Slide 17

REVERSE

Have More Fun!

At Home At Work




A blue circle is located in the bottom right corner of the slide content area.

Slide 18

REVERSE

Shake Things Up!




A blue circle is located in the bottom right corner of the slide content area.

Slide 19

REVERSE

Set Boundaries




A small blue circle is located in the bottom right corner of the slide frame.

Slide 20

REVERSE

Unplug!




A small blue circle is located in the bottom right corner of the slide frame.

Slide 21

REVERSE

Sleep!




A small blue circle is located in the bottom right corner of the slide frame.

Slide 22

REVERSE

Get Organized




A small blue circle is located in the bottom right corner of the slide frame.

Slide 23

REVERSE

Stay Attuned




A small blue circle is located in the bottom right corner of the slide frame.

Slide 24

REVERSE

Get Support




A small blue circle is located in the bottom right corner of the slide frame.

Slide 25

REVERSE

Stop Devaluing Yourself

- > Why did you enter this profession in the first place?
- > Who are you committed to serving?
- > How do you make an impact in your library?



Slide 26

REVERSE

Time for Change?




Slide 27

PREVENTION

“Dealing with Burnout and Fatigue – how your brain needs fun and passion in your life”

<https://www.youtube.com/watch?v=KWTZZNRoKUU>



Slide 28



Slide 29