



ENHANCING WELL-BEING AND
PREVENTING BURNOUT
AMONGST TREATMENT
PRACTITIONERS

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WHAT IS BURN-OUT

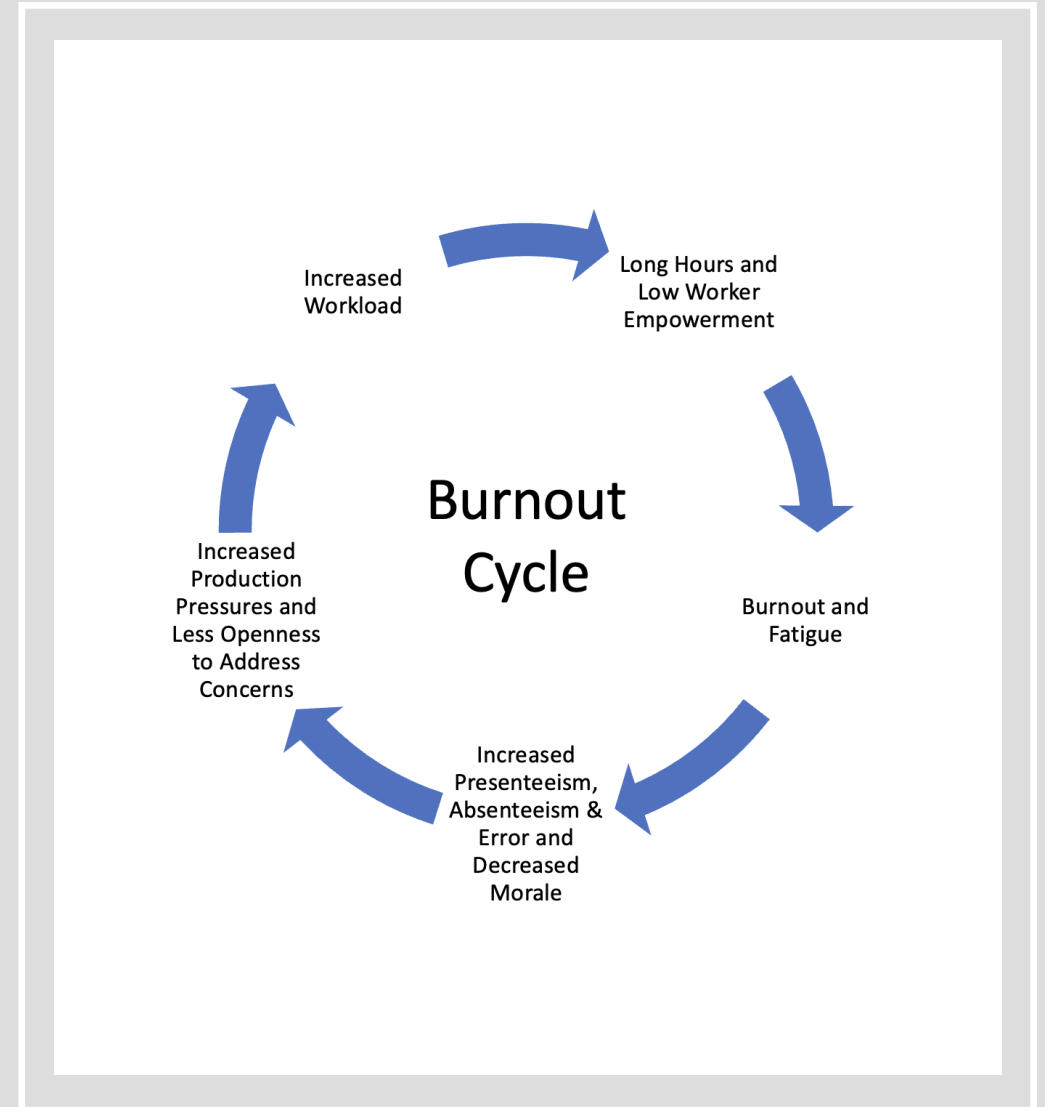
A state of physical, emotional and mental exhaustion caused by long-term involvement in emotionally demanding situations (Pines AM, Aronson E. *Career burnout: causes and cures*).

Key Features:

Emotional exhaustion

Depersonalisation

Reduced personal accomplishment



CAUSES OF BURNOUT

- **High Stress Levels:** Intense emotional labour and crisis situations
- **Workload:** Heavy caseloads and administrative demands
- **Trauma Exposure:** Secondary trauma from clients' experiences
- **Lack of Support:** Inadequate supervision or peer support

SYMPTOMS OF BURNOUT

Emotional

- Irritability
- Anxiety
- Depression
- Lack of coping skills
- Loss of motivation

Physical

- Fatigue
- Sleep disturbances
- Headaches
- Prone to illness
- High pressure/diabetes

Behavioural

- social isolation
- Outbursts
- Increased drinking
- Trouble concentrating
- Procrastination

IMPACT OF BURNOUT

- On Counsellors: Mental Health Issues, decreased job satisfaction, high turnover rates.
- On Clients: Reduced quality of care, increased risk of relapse
- On Organisations: Financial Costs, Decreased efficiency, negative workplace culture.



ORGANIZATIONAL STRATEGIES FOR PREVENTING BURNOUT

- Promoting a culture of self-care
 - Leadership modeling of self-care practice
 - Incorporating well-being into performance evaluation
 - Creating physical spaces for relaxation and rejuvenation
- Providing adequate resources and support
 - Appropriate caseload management
 - Access to mental health services for staff
 - Professional development budgets and time allowances
- Implementing regular check-ins and assessments
 - Structured burnout risk assessments
 - Team-based interventions for burnout prevention
 - Developing organizational policies that support counselor well-being

TOOLS TO ASSESS BURNOUT

- The Maslach Burnout Inventory (Maslach, Jackson, Leiter, Schaufeli and Schwab)
- Burnout Assessment Tool (Schaufeli & De Wit)
- Areas of Worklife Survey

WELL-BEING

A state involving complete psychological and emotional well-being that is defined by pleasant emotions, efficient functioning, and a feeling of fulfilment in life.

Components of Wellbeing:

- Emotional
- Physical
- Social
- Societal
- Workplace

IMPROVING YOUR WELL-BEING

- Exercise
- Sleep
- Hydrate
- Balanced, nutritious diet
- Spend time outdoors
- Mentally stimulating activities
- Prioritise your mental health

MINDFULNESS

- Mindfulness is usually defined as a state of being aware and increasing attention to the 'here and now' which involves adopting an approach without judgment and without evaluating experiences
- Practicing mindfulness exercises can have many possible benefits including: Reduced stress, anxiety and depression, Less negative thinking and distraction, Improved mood and pain management
- Examples of exercises: Breathing exercises, morning coffee, eating mindfully, trying something new
- Becoming more aware of the present moment can help us enjoy the world around us more and understand ourselves better.

JOURNALING

- Journaling is a widely used non-pharmacological tool for coaching and counseling and the treatment of mental illness:
 - Expressive Writing
 - Gratitude Journaling
- Easy to implement and get started, it can benefit clients experiencing different mental health issues
- Can help process emotions that lead to a better understanding of how to proceed.

THANK YOU

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