Burnout Prevention

Chelsy A. Castro, JD, MA, MSW
Lawyers’ Assistance Program

CLE Objectives

• Understand what burnout is
• Understand the signs and symptoms
• Understand the contributing factors
• Understand the best practices for prevention and mitigation of burnout
Burnout Defined

A form of chronic strain that develops over time in response to prolonged periods of high stress.
Warning Signs

Behavioral
Emotional
Physical
Burnout

Saakvitne and Pearlman (1996)
Individual Factors
- Pessimism
- Competitive Nature
- Perfectionism

Life Situation Factors
- Spouse/Partner
- Children
- Health
- Finances

Organizational Factors
- High pressure, little credit
- Zero sum game
- Work load
- Client expectations
- Definition of success
Organizational Factors

Organizational Factors
Organizational Factors

- Fast
- Cheap
- Perfect
SELF - INVENTORY

Individual Factors
- Pessimism
- Competitive Nature
- Perfectionism

Life Situation Factors
- Spouse/Partner
- Children
- Health
- Finances

Organizational Factors
- High pressure, little credit
- Zero sum game
- Work load
- Client expectations
- Definition of success
ORGANIZATIONAL FACTOR

LIFE SITUATION FACTOR

THOUGHTS

PHYSICAL REACTIONS

MOODS/FEELINGS

BEHAVIOR

THE OBVIOUS
Sleep

Exercise
Healthy Diet

Use your Vacation Days
What you can do:

- Talk to your manager about structuring your deadlines in a way that is most productive for you.
- Ask for support from HR, your mentors, and other sources.
- Look beyond salary and title for validation and satisfaction.

Organizational Factors:
- High pressure, little credit
- Zero sum game
- Work load
- Client expectations
- Definition of success
What you can do:

- Work SMARTER, not harder
- Increase social connections
- Set boundaries
- Practice Mindfulness

Factors

- Pessimism
- Competitive Nature
- Perfectionism
1. Acknowledge
2. Identify
3. Take action
TOTALLY FREE AND CONFIDENTIAL

There is hope for all of us