



THE BURNOUT PROCESS

Psychology for Burnout Prevention



N° of pax 1-15



30 min

PURPOSE

KNOWLEDGE ABOUT BURNOUT PROCESS

- acknowledge where participants are in the process of burnout
- introducing the topic of burnout on a cognitive level

PREPARATION

- Arrange a quiet room
- Print all the names of the 3 phases and the 10 sub-phases on separate A4 papers with size 72 letters for visibility and:
 - put the names of the 3 phases on the ground in the correct order (1,2,3)
 - put the names of the sub-phases on the ground, but mixed.
- The facilitator should be prepared to know where she/he can orientate people who identify themselves as already being in the second or third phase of burnout. In the second phase psychological counselling normally works well. In the third phase psychotherapy and/or psychiatric treatment might be necessary.

INTRO

This is an activity to give information about burnout as a process on a cognitive level and to help participants to acknowledge where they are in the process of burnout.

MATERIALS

- name of the phases and subphases printed on A4 size papers



STEPS

1. The facilitator starts by first briefly telling the participants that burnout is indeed a process, which consists of 3 big phases, and 10 sub-phases.
2. The facilitator should ask the participants to try to put the names of the sub-phases in the correct order below the phase which they think they belong to. During the exercise, if participants need any explanation about the meaning of the phases or sub-phases, the facilitator should first ask the group if they can answer it, and if not then he/she can give a short explanation.
3. Once the group is ready, the facilitator makes adjustments in the order if necessary.

The burnout process in correct order:

1. Excessive efforts

- Feeling the urge of proving
- Becoming overburdened
- Neglecting own needs

2. Conflicts

- Evolving change of values
- Interpersonal conflicts
- Change of behaviour

3. Total exhaustion

- Passivity, psychological withdrawal
- Depersonalization
- Total burnout, fatigue
- Depression (correlation/result)



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REFLECTION

- How did you feel during the activity?
- Having acquainted yourself with the process of burnout, where would you put yourself in it? In which phase are you currently?
- How do you think this activity can contribute to resilience building?

COMMENTS

People with strong emotions about their burnout should be praised for the step they made in resolving their burnout: coming to the training, identifying their issues, speaking up about their revelation, etc., to be assured that there is help for them, and then be advised where to turn to.