A stylized, light-colored illustration of a plant with several leaves and a cluster of small, round buds or flowers, positioned on the left side of the slide against a dark brown background.

BURNOUT, BULLIES, AND (LACK OF) BOUNDARIES

Julia M. Persike, MS, CSAC

Doctoral Candidate

Lodi, WI

Cell: 608.445.3111

Email: juliapersike@charter.net

- **Learn** about burnout, bullying, and professional boundaries
- **Discuss** how burnout impacts our work as professional helpers
- **Work** in small groups to learn from each other
- **Teach** each other coping skills



Why burnout, bullies and boundaries?

Three important things to remember about the work we do:

1. As professional helpers, the work we do impacts us – for the good and not-so-good.

2. If we don't manage the impact of our work, we risk becoming burned out.

3. In order to prevent both burnout and bullying, we need clear, realistic boundaries.



What is burnout?

Two words: professional exhaustion

What are the symptoms?

Can include a combination of emotional, physical, and mental symptoms.

In groups of 2-3,
define burnout
and make a list
of 5 – 10
symptoms.



Stress v. burnout

- Stress is overdoing it Burnout is not wanting to do it or just not doing it.
- Emotions are over-reactive Emotions are blunted (dull)
- Stress produces urgency Burnout produces hopelessness
- Stress leads to anxiety disorders Burnout leads to detachment/depression
- Stress leads to loss of energy ... Burnout to loss of motivation, hope, and ethics
- Primary damage (stress) is physical Primary damage (burnout) is emotional
- May kill you prematurely ... may make life seem not worth living



In new groups of 2-3, discuss how you know when you're stressed versus feeling burned out.

What is a bully?

1. a blustering, quarrelsome, overbearing person who habitually badgers and intimidates smaller or weaker people.

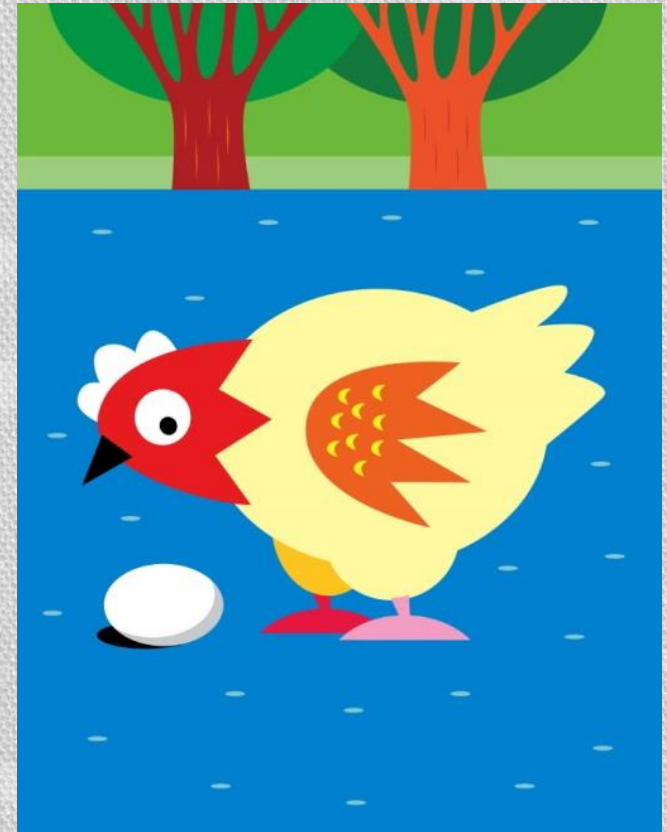


**In new groups of 2-3,
define bullying and make
a list of 5 – 10
symptoms/indicators of a
“work bully”.**

Chicken or egg?

- **Which came first?**
- **Burnout?**
- **Bullies?**
- **(Lack of) boundaries?**

In new groups of 2-3 discuss the progression of, or connection between burnout, bullies, and lack of boundaries.



Burnout Prevention

Simple
but not
easy

- **Awareness** we can't fix what we don't recognize as being broke (or in this case "burned out")
 - **This is, perhaps, the most difficult step**
- **Prevention** Start with one or two small, realistic goals (i.e., 10-minute stretch break 3 days/week or find/share something positive each day with client or colleague)
 - **Just like any change, we need a plan.**
- **Sustainability** ... create boundaries with which you're willing to adhere to for the long run (again, think small & realistic)
 - **This is, perhaps, the 2nd most difficult step**



Why Boundaries?

“To care for anyone else enough to make their problem’s one’s own, is ever the beginning of one’s real ethical development.”

~ Felix Adler

- Boundaries help us
 - Keep our work and personal lives healthy
 - Keep our clients and colleagues safe
 - Maintain strong ethics
 - Sustain our professional edge
 - Prevent misunderstandings both at home and work

In new groups of 2-3 discuss the importance of boundaries and come up with one new boundary.

