

BURNOUT

Stress is a fact of life. But while hardships and struggles are part of life, the belief that frequent stress is normal is a fallacy, and a dangerous one at that, particularly when it relates to chronic stress. Researchers at PsychTests.com argue that while all employees are likely to go through difficult days at work, too many difficult days can build up – and when stress is allowed to run rampant, it is more likely to lead to debilitating burnout. Looking at data from 466 people who took their Burnout Test, and who displayed strong signs of burnout, PsychTest researchers uncovered 14 factors that could increase an employee’s risk of developing burnout on the job:

1. No say in decisions made at work, even when these decisions directly affect them.
2. No control over the pace needed to complete tasks. Tight deadlines and conflicting priorities create an intense pace.
3. Lack of autonomy and independence at work, increasing a sense of helplessness.
4. Job lacks meaning and purpose. Workers don’t see how their tasks play a role in the success of the company, or make a difference in the world.
5. Feeling unappreciated at work. Management often fails to acknowledge or reward employees after a job well done.
6. Few, if any, friends at work, and lack of social support needed to cope with stress.

7. Reluctance to speak up to managers or ask for help from colleagues.

8. Often keep concerns and problems to themselves, rather than seeking out help or advice.

9. Lack knowledge and skills needed to cope with stress productively.

10. Not enough leisure time, or failure to take advantage of time off to relax and unwind.

11. Overwhelmed by the workload. Workers feel compelled to take on more responsibilities than they can handle because others (colleagues, customers, management) make too many demands on their time.

12. Workaholics often take work home or put in a lot of overtime hours.

13. Job is emotionally demanding, often leading to feelings of anger, sadness, helplessness, or frustration.

14. Job is physically demanding, making workers feel drained and fatigued at the end of their workday.

“Burnout isn’t limited to jobs with an element of danger or trauma, like police officers, firefighters, paramedics, psychologists, or nurses,” explains Dr. Ilona Jerabek, president of PsychTests. “Jobs with demanding workloads, tight deadlines, [and](#) extreme competitiveness among employees, micromanagers, or difficult customers can take an emotional and psychological toll on a person. The occasional acute stressor, like pushing hard to meet a

deadline, is fine. But when employees are exposed to stressors on a regular basis, their well-being is put at risk.”

(Note from me: I edited the PsychTests article above for clarity and space. Stressors mentioned in the article might also apply to students in school, individuals in families and affinity groups, and other human organizations.)

SWAMI SEZ

“If there are no dogs in heaven, then I want to go where they went.” (Will Rogers)

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