

## Burnout



**Have you ever felt like the person in this graphic?**

If you have that feeling that you just can't keep going, you may be experiencing burnout. This month's issue covers some of the signs and symptoms, as well as helpful interventions and stress busters. These are especially important because if we reach the point of burnout, we are more likely to be abusive or neglectful toward others—so read on to find out more.

*Burnout is a state of emotional, mental, and often physical exhaustion, brought on by prolonged or repeated stress.* (source: <https://www.psychologytoday.com/us/basics/burnout>)

## Characteristics of Burnout

- ⇒ Feeling overwhelmed, worn out
- ⇒ Gradual onset
- ⇒ Work-related hopelessness
- ⇒ Feeling inadequate
- ⇒ Having difficulty dealing with work or doing your job effectively
- ⇒ Feeling like your efforts make no difference



## Signs and Symptoms

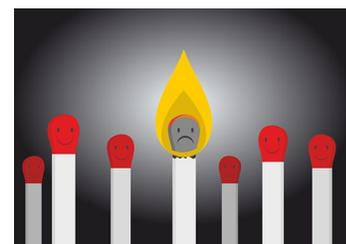
Most workers feel stress on the job and need help to manage it. In your job, you often work long hours, performing important duties. Knowing the signs and symptoms of burnout can help staff recognize it and get help.

### Signs:

- Being tired
- Feeling angry
- Feeling frustrated
- Negative thoughts
- Assuming other people may not have good intentions or are not sincere
- Wanting to withdraw

### Symptoms:

- Feeling ill
- Being especially emotional
- Difficulty thinking clearly
- Tension in personal relationships
- Having things easily upset you (“triggers”) due to trauma you experienced in the past, or for other reasons.



Source: Michigan.gov/StayWell

## Ways to Avoid Burnout

Preventing burnout can help prevent abuse, neglect, and exploitation of residents.

Here are some ways to prevent burnout:

- √ Set limits (Learn to say no when you can to requests that aren't right for you or that will cause a lot of stress for you)
- √ Try to make time for yourself, when possible
- √ Be active
- √ Find non-work outlets (ask yourself what you like doing and find a way to do it)
- √ Use your support system (family, friends, co-workers)
- √ Use mindfulness practices (meditation, journaling, etc.)
- √ Talk to someone (a friend who is a good listener, a counselor, your supervisor)

Source: Michigan.gov/StayWell

## Stress Busters

The following are ways to manage your stress, which helps reduce the burnout:

- ⇒ Try to have a positive outlook
- ⇒ Plan ahead when you can, to avoid the unexpected
- ⇒ If something is not a big deal, too burdensome, or can be easily fixed, try to let it go.
- ⇒ Understand others who upset you may have good intentions you may have misunderstood or may not be able to fix the issue that upset you (ex: a resident with dementia may not be able to stop saying things that seem critical or rude)
- ⇒ Have something to look forward to every day
- ⇒ Don't be hard on yourself when you make mistakes



## To Report Abuse, Neglect, or Exploitation

Of a nursing home resident by a staff member:  
Call LARA: (800) 882-6006

Of an older adult living at home, in assisted living, adult foster care, home for the aged, or a nursing home, by anyone who is *not* a staff member:

Call Adult Protective Services: (855) 444-3911

If you think a crime has occurred: Call your local police/sheriff department (and LARA)—If the danger is immediate, call 911

All the best to you and yours this holiday season—  
Be well!



## For More Information

Long Term Care Ombudsman: (517) 394-3027

Tri-County Office on Aging: (800) 405-9141

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