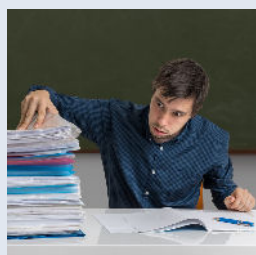




# A WAY OF BEING WITH CHILDREN

## Burnout for Teachers

Tips to Promote Child Well-Being and Resilience



### What is Burnout?

Burnout is an overwhelming feeling of being exhausted by everything you have to do, while still worrying that you're not doing enough. It's often accompanied by a "I have nothing more to give" sentiment. Burnout is more than stress and more than simply having a bad day (which is natural).

### Signs & Symptoms of Burnout

#### Physical

- Feeling drained/exhausted
- Headaches
- Muscle pain
- Appetite changes
- Lowered immunity (frequent colds/flu)

#### Cognitive

- Poor memory/forgetfulness
- Reduced creativity
- Poor problem-solving

#### Behavioral

- Neglecting responsibilities
- Withdrawing from social events/self-isolating
- Procrastinating
- Increased use of food, drugs, or alcohol to "feel better"
- Work tardiness
- Changes to sleep patterns



### Stress and Burnout are Different

#### Stress

- Involves significant pressure
- Involves physical, mental & emotional demands
- Occurs when few resources available
- Includes concerns over incomplete tasks
- Feels physically demanding
- Involves a sense of urgency
- Bring on overwhelming emotions
- Feels chaotic
- Is associated with low energy levels

#### Burnout

- Involves emotional, physical & mental exhaustion
- Is caused by prolonged, excessive stress
- Often affects high-performers
- Comes with a sense of helplessness
- Feels emotionally draining
- Results in blunted/muted emotions
- Is signified by a loss of motivation
- Makes people feel detached from work
- Results in detachment from social supports

# Causes of Burnout

## Work-Related Causes

- Little to no control over work
- Lack of recognition and/or reward
- High and/or uncertain job demands
- Low stimulation (monotonous work)
- Chaotic work environment

## Teacher-Specific Causes

- Work overload & hours
- Lack of autonomy
- Student behaviors/concerns
- Changing classroom dynamics
- Financial/income concerns
- Little support from administration
- Increased demands + decreased funding



## Why Do We Ignore the Signs?

- No time! Identifying burnout requires introspection and self-awareness
- Requires effort to make the necessary changes
- High expectations of self and excessive demands on self
- Mentality: "The harder I work, the better I'll be/feel."
- Fear of causing conflict by addressing concerns
- Coping with burnout may involve a financial investment
- Really addressing burnout requires society/system change



## What Can Schools Do?

- Reduce "burnout culture"
- Celebrate teachers' accomplishments
- Lighten teachers' workloads
- Offer mental & physical health support
- Plan teambuilding and community activities
- Encourage a positive environment
- Improve and support professional development
- Encourage staff lunches and socials
- Support time-off with clear hand-over plans
- Adopt a policy for addressing burnout & care



## What Can Teachers Do?

- Adopt self-care & coping skills
- Learn and practice mindfulness
- Take a mental health day/time-off
- Set boundaries
- Maintain work-life balance
- Leave school at school
- Connect with loved ones
- Share experiences with colleagues
- Find value in your work
- Seek out new challenges
- Advocate for mental health policies

## Strategies for Beating Burnout

- You need more than just "self-care"
- Develop awareness of your thoughts and feelings
- Treat yourself with kindness and non-judgement
- Create feelings of safety and acceptance in own body
- Put reliable support systems in place
- Work to shift your daily mindset/way of being
- Advocate for society/policy changes to reduce burnout

Get more resources at: [www.centerforchildcounseling.org/awayofbeing](http://www.centerforchildcounseling.org/awayofbeing)

