

TEACHER BURNOUT



Lithuania

Association of the directors of educational
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What is burnout?

- Burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress.



Stress	Burnout
Characterized by overengagement	Characterized by disengagement
Emotions are overreactive	Emotions are blunted
Produces urgency and hyperactivity	Produces helplessness and hopelessness
Loss of energy	Loss of motivation, ideals, and hope
Leads to anxiety disorders	Leads to detachment and depression
Primary damage is physical	Primary damage is emotional
May kill you prematurely	May make life seem not worth living

10 Signs You're Burning Out

- o Exhaustion - a clear sign of burnout is when you feel tired all the time
- o Lack of motivation - when you don't feel enthusiastic about anything anymore
- o Frustration, cynicism and other negative emotions
- o Cognitive problems - chronic stress may interfere with your ability to pay attention or concentrate

10 Signs You're Burning Out

- o Slipping job performance (compare your job performance now to your performance in previous years)
- o Interpersonal problems at home and at work
- o Not taking care of yourself
- o Being preoccupied with work ... when you're not at work
- o Generally decreased satisfaction
- o Health problems

Work-related causes of burnout

- Feeling like you have little or no control over your work
- Lack of recognition or rewards for good work
- Unclear or overly demanding job expectations
- Doing work that's monotonous or unchallenging
- Working in a chaotic or high-pressure environment

Lifestyle causes of burnout

- Working too much, without enough time for relaxing and socializing
- Being expected to be too many things to too many people
- Taking on too many responsibilities, without enough help from others
- Not getting enough sleep
- Lack of close, supportive relationships

Personality traits can contribute to burnout

- Perfectionistic tendencies; nothing is ever good enough
- Introversion
- Pessimistic view of yourself and the world
- The need to be in control
- High-achieving, Type A personality

How stressful are you?

Imagine...

You are late for bus going to work

You lost key of your apartment

You are lost in unknown city

You stuck in elevator

You broke your computer/phone

Give a value for all situations – 0 (no stress) –
10 (very high stress)

Now think...

How long will you remember these situations?
And how much these situations will be
stressful after three days?

Three weeks?

Three months?

Or three years?

The biggest stressors of life

1. Death of child
2. Death of very close family member (spouse, parent, sibling)
3. Terminal illness (one's own or a family member)
4. Imprisonment/ separation from family
5. War

Now remember valuated situations... is it still seems to be so stressful?

Stress can be helpful...

- o „If you feel stress it means that you are alive“ – A. Perminas
- o Stress motivate us, helps to set our goals, preferences, values.
- o Stress helps us to feel tase of life.



**Teacher at the beginning
of the school year**



**Teacher at the end
of the school year**

