

Battling Burnout in Leadership

Rebecca Grooms Johnson, PhD, NCTM

"A burnout is someone in a state of fatigue or frustration brought about by devotion to a cause, way of life, or relationship that failed to produce the expected reward."

-Dr. Herbert Freudenberger

SYMPTOMS OF BURNOUT

1. Do you tire more easily, feel fatigued rather than energetic?
2. Are you working harder and harder and accomplishing less and less?
3. Are you increasingly disenchanted, bored, and cynical?
4. Are you often invaded by a sadness you can't explain?
5. Do you forget appointments and deadlines?
6. Are you increasingly irritable? More short tempered? More disappointed in people around you?
7. Are you too busy to do even routine things like make phone calls or send out notes and cards?
8. Are you suffering from physical complaints, such as aches, headaches, lingering colds?
9. Is joy elusive?
10. Are you able to laugh at a joke about yourself?
11. Do you feel a detachment from your surroundings?
12. Do you feel unappreciated?

Leadership situations that are stressful, boring, trivial, meaningless, unsuccessful, unappreciated, and unrewarding:

How did the Immediate-Past President help me transition into the position? How will I help the President-elect transition into the position with realistic expectations and goals?

Things that make me feel helpless.

Seven Paths to Successful Leadership

Preventing Job Burnout: Transforming Work Pressures Into Productivity, by Beverly Potter

- **Managing Self.** The way you manage yourself has a direct impact on your motivation and satisfaction. Good self managers enjoy working because they get more done and give themselves more credit.
- **Managing Stress.** Stress is the fever of burnout. When a person is sick, reducing the fever will make them more comfortable, but it will not heal the sickness.
- **Building Social Support.** Social support acts as a buffer against stress and burnout. You can tolerate more stress when you have caring and supportive relationships.
- **Building Skills.** Each skill enlarges your horizons and personal power. Without the necessary skills to perform, it is difficult to win. Be sure that you are an effective time manager.
- **Tailoring the Job.** Often jobs are shaped more by the last person doing it than by the actual demands of the position
- **Thinking Powerfully.** YOU FEEL WHAT YOU THINK
- **Developing a Detached Concern.** There is a delicate balance between involvement and nonattachment.
 - Be yielding and/or flexible
 - Shift your viewpoint if necessary
 - Laugh a lot