

Professional Development Webinar

(Term 3, 2016)

Teacher Burnout
What is it and could it happen to you?

Teacher Burnout

Daily Stress plays a part



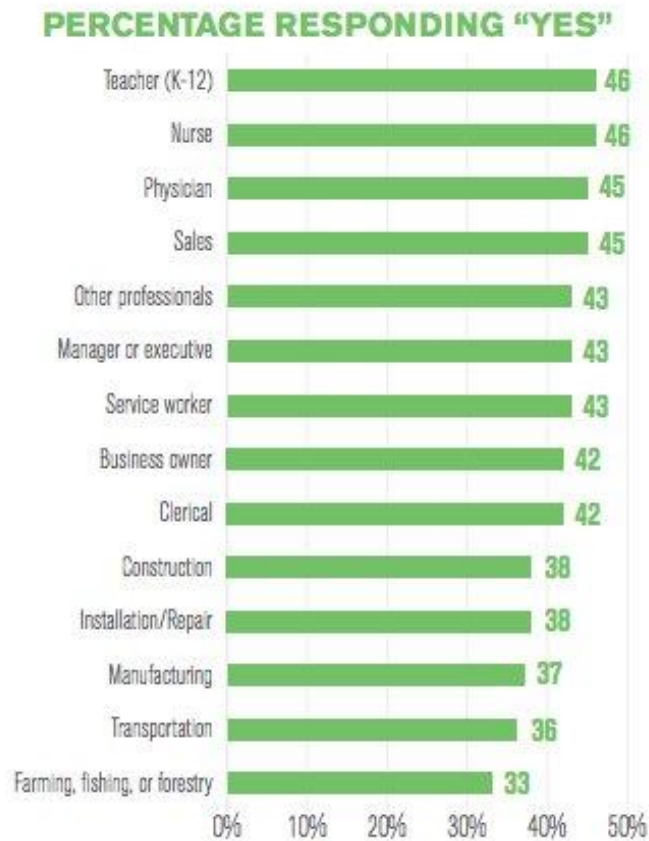
In one day we **not only** teach...

Interactive Teaching

Daily Stress plays a part

Nearly Half of Teachers Experience a Lot of Daily Stress

Did you experience stress during a lot of the day yesterday?



Results from the 2013 Gallup-Healthways Well-Being Index survey

Teacher stress
is apparent!

41%
Australia

Occupational Stress

How does teaching compare?



Ambulance ● Education ● Social Services
Call Centres ● Prison Officers ● Police

Emotional Labour

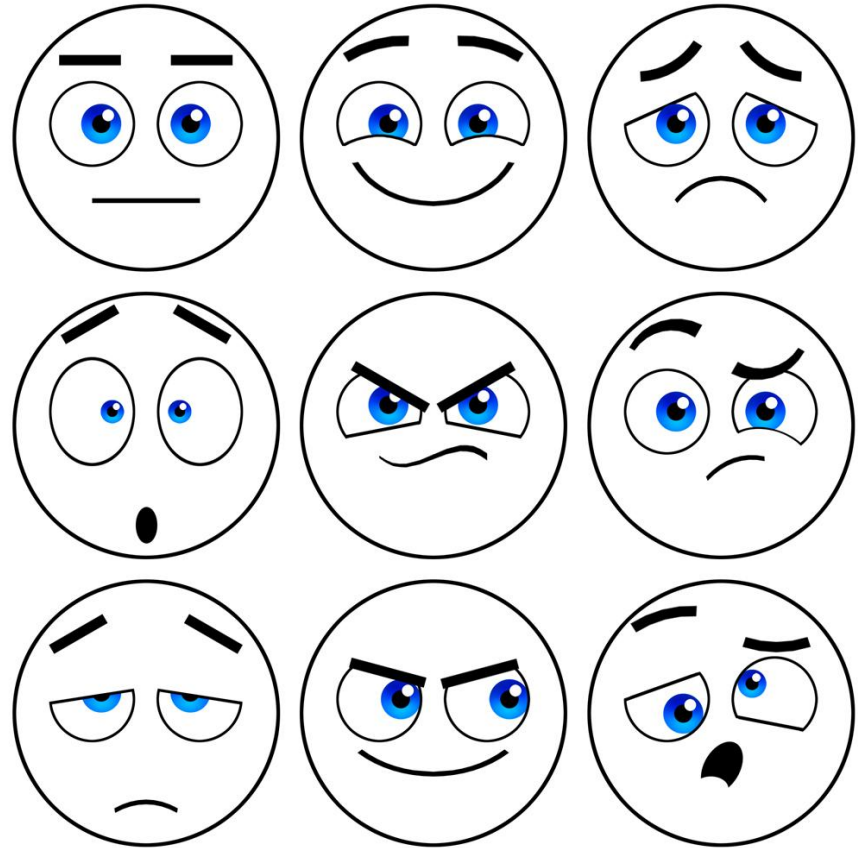
Teaching as a profession

Involves responding at an
emotional level

Requires **self-control**

Process of managing
feelings and
expressions with
students

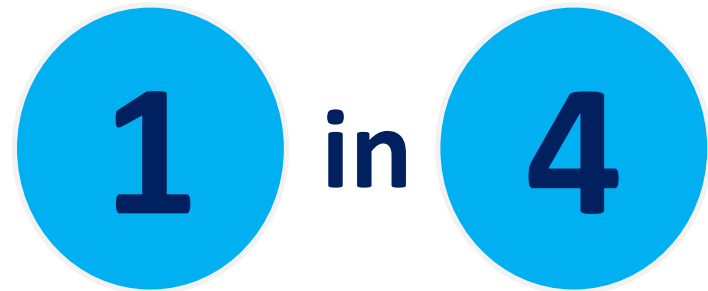
Can be **demanding**,
emotionally fatiguing, and
generate stress



Teaching Profession

Occupational Stress

Although **rewarding**
for many, teaching is
highly demanding.



suffering from stress and
emotional exhaustion

30-50%

young teachers leave

Burnout

At the end of the rope!



Burnout is a prolonged response to chronic emotional and interpersonal stressors on the job.

BURNOUT

Burnout is a **prolonged response** to chronic emotional and interpersonal stressors

Emotional exhaustion

- Emotionally overextended and exhausted
- Depletion of emotional energy

Cynicism or depersonalization

- Insensitive, unfeeling or impersonal response
- A problem for professions that value and require personal sensitivity to others

Professional inefficacy

- Strong sense or feeling of reduced competence and low personal accomplishment and achievement
- Not much to offer or contribute

BURNOUT

**Emotional
exhaustion**

**Cynicism or
depersonalization**

**Professional
inefficacy**

- **Lose connection with the work**
- **Performance diminishes**
- **Relationships suffer**

Burnout Checklist

Are you or your colleagues suffering from burnout?

Are you, or do you know
someone who might be,

suffering

from burnout?

Burnout Checklist

Are you or your colleagues suffering from burnout?

Emotional Exhaustion

Feeling...

- Emotionally drained
- Exhausted after work
- Fatigued in the morning
- Burnt out from work
- Frustrated by the job
- Strained by students/others
- Overworked
- Hopeless

Cynicism or Depersonalization

- Treating students/colleagues as objects
- Insensitive to students/colleagues
- Not caring about students/colleagues
- Overly tough-minded (emotionally hardened)
- Defensive with students/colleagues

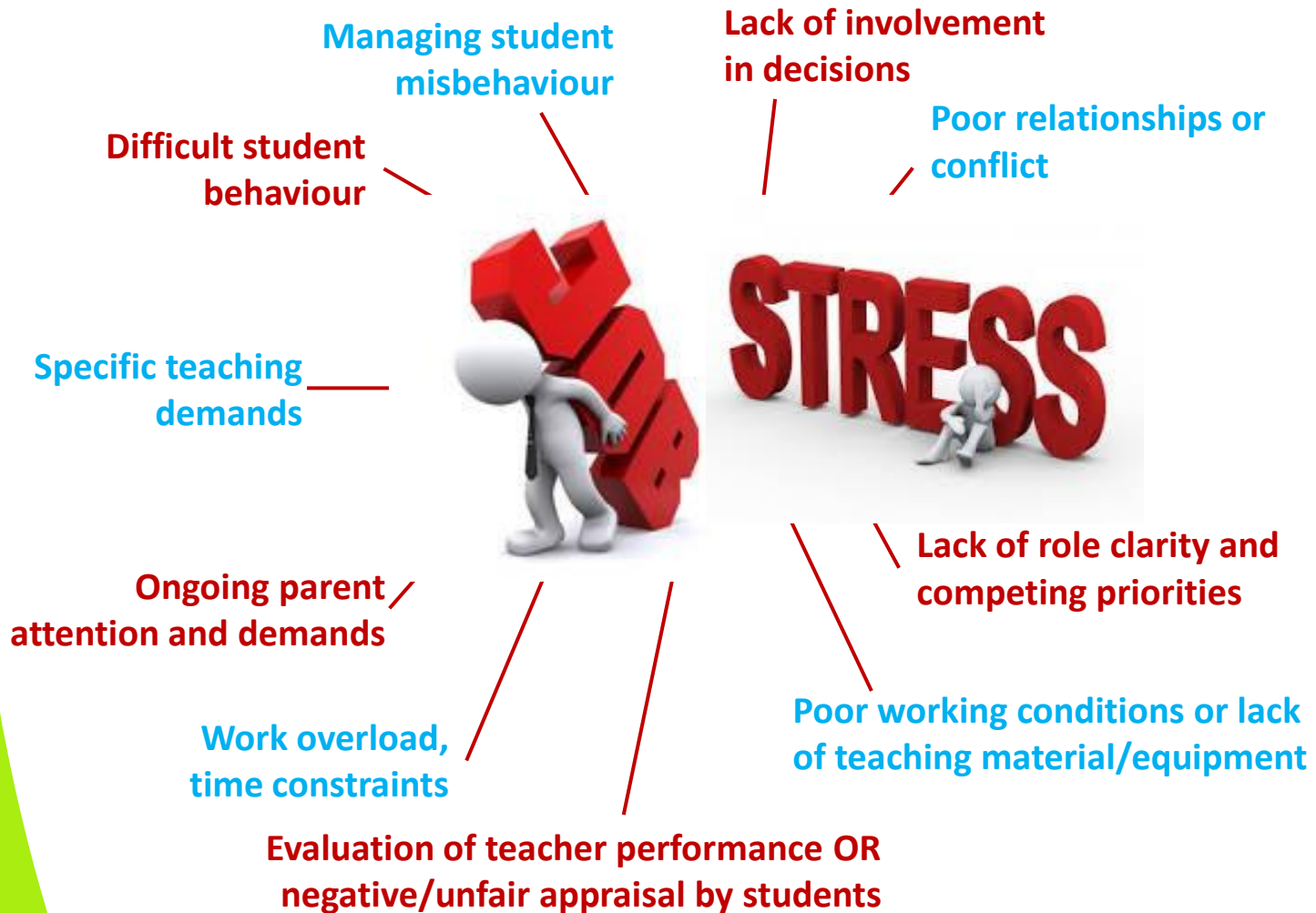
Teaching Inefficacy (Low Personal Accomplishment)

Having difficulty...

- Understanding students/colleagues
- Dealing with student/colleague problems
- Helping students/colleagues
- Being energetic
- Being supportive
- Accomplishing worthwhile results

Job Stressors

School context, environment and life



Personality Factors

Teacher burnout

What **impact** does personality have on being able to deal with stress within the classroom and school environment?

Are some teachers more **vulnerable** to these stressors when dealing with the demands of the job?

Person
(Personality)

Situation
(School context, job stressors)

Personality Factors

Teacher burnout



Many traits and characteristics

Patterns of thinking, feeling and behaving

Can preset individuals to view adverse events in a certain way that can either help or hinder the response to stress

Personality Factors

Teacher burnout



Emotionality - the susceptibility to distress, experiencing many emotions, difficulty in controlling urges

Extraversion - the disposition towards positive emotions, sociability and high activity

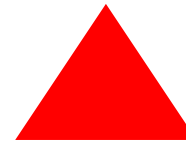
Openness - the preference for variety, intellectual curiosity and artistic sensitivity

Agreeableness - the inclination towards interpersonal trust, being friendly, cooperative and considerate of others

Conscientiousness - the tendency towards persistence, reliability, and being organised and thorough

Personality Factors

Personality Factors that Increase the risk of burnout



High Emotionality



Low extroversion
(Introversion)



Lack of Agreeableness



Low Conscientiousness

Personality Factors

Personality Factors that decrease the risk of burnout

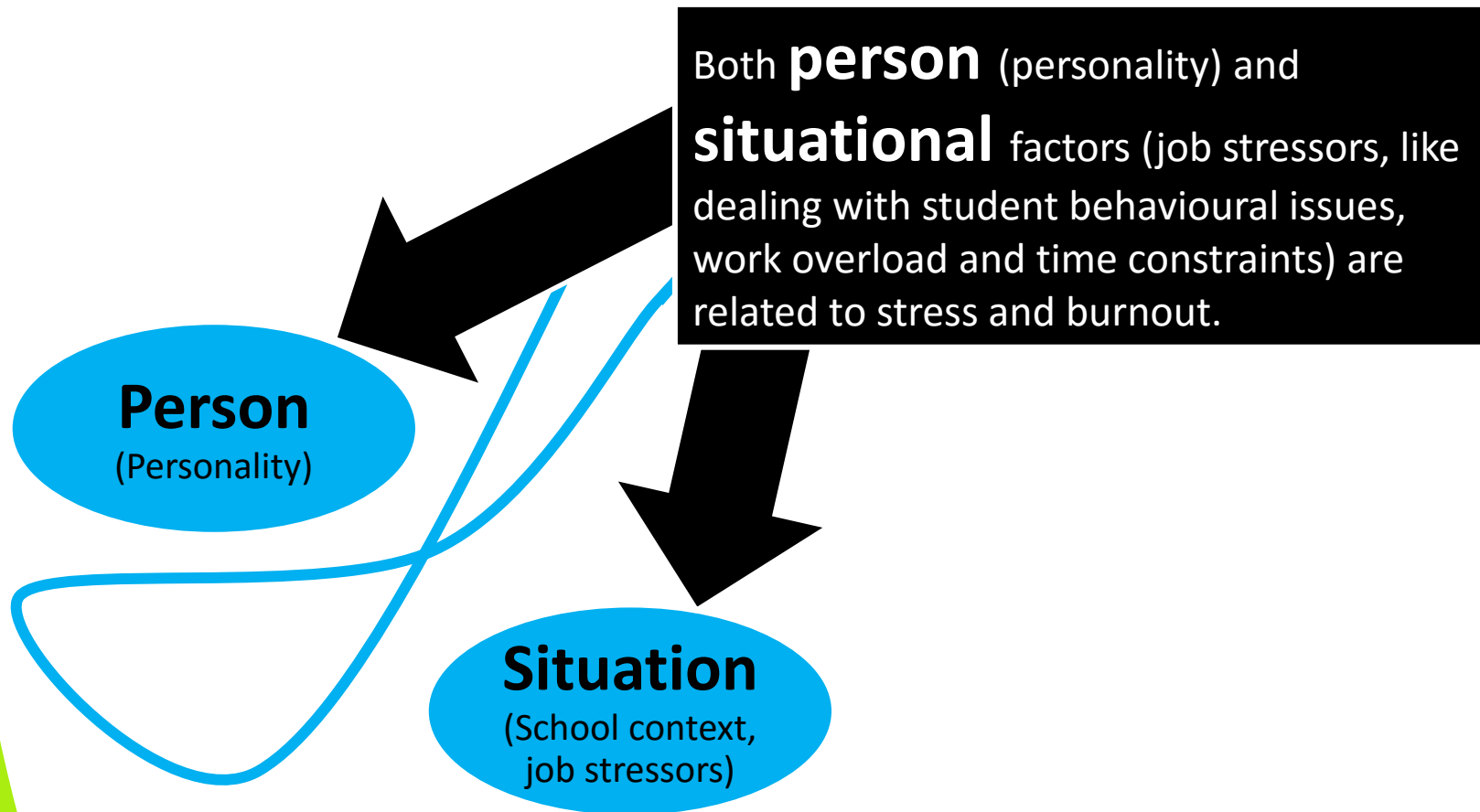
- ▼ Low Emotionality
- ▲ Extroversion
- ▲ High Conscientiousness


- ▲ Openness as stress buffer



Teacher Burnout

Combining Personality and Situational Factors





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