



The Concept of BURNOUT

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Abstract: Apparently, burnout is a recent phenomenon, although the human condition has been around since immemorial times, violence is part of human life, it even seems to be innate, so it manifests itself from a very young age. Combat strategies date back to childhood, and the school only assumes an ameliorating role. The palliative solutions we invoke do not combat, but improve what is possible.

Keywords: syndrome; occur simultaneously; individual process; three stages

Introduction

The concept of burnout was approached, because, according to the literature, it is a major problem often encountered in the organizational field, interfering with the social and personal life of the individual.

Nowadays, many definitions of burnout have been formulated that correspond to the activity among the vulnerable groups of the society. According to Freedenberg, burnout is a “depletion of energy among social assistance professionals when people feel overwhelmed by other people's problems.” This, according to him, accompanies the cynical framework: “Why should I care? Does not matter”. When an employee suffers from a burnout syndrome, his work becomes inefficient.

Burnout is a syndrome, a group of symptoms that develops together. However, all of these symptoms do not occur simultaneously, as the development of a burnout

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syndrome is an individual process. The general feeling of fatigue, the antipathy to work, the indefinite general feeling of anxiety, the work that is getting harder and harder, which leads to more insignificant results, lack of interest, depersonalization - are the first symptoms of a burnout.

The literature provides information that personal and situational factors influence the risk of burnout. Empirical research shows that situational factors have a stronger influence on mental exhaustion than personal characteristics. People who are overworked and often face interpersonal conflicts for a long time are largely exposed to emotional exhaustion.

According to Maslach, a burnout syndrome can develop in three stages. For example, in the first stage, a person is emotionally and physically exhausted, may have headaches, colds or any other type of health problem. For the second stage of burnout syndrome, two other groups of symptoms are typical: a person may develop a cynical and impersonal attitude toward others (including organization members and clients) and may develop negative thoughts and feelings about him / her because of emotions. that one person feels for others. To avoid these negative feelings, a person becomes inhibited, does a minimal amount of work, and does not want to have conflicts with anyone.

A person may develop symptoms only of this single group or of both groups simultaneously. The final step is total exhaustion, which does not happen very often, as Maslach points out. At this stage, an individual has an aversion to anything - himself, the whole world; life seems to be out of control. Maslach points out that a person who is in a state of total exhaustion will not be able to change easily, however, he adds that further research is needed on this issue to state this.

Useful Techniques for Combating Burnout:

1. Coloured Breathing Technique This exercise is based on imagination, appearance, and maintenance. Inhale fresh air, which has a personal favourite colour.
2. The "Centre of Peace" technique. Trying to imagine a space, a small particle, which is quiet and happy. The idea that this particle is starting to grow - from the size of a grain to the size of an apple. And even bigger ...
3. "Talk to an important person. Trying to talk to someone important (who is not present). Imagining an emotional discharge conversation with him.

4. "Alone in the bosom of nature." Closing your eyes and imagining a corner of nature that evokes pleasant memories: the forest of childhood, the trill of birds, the smell of leaves or the sea, its colour, smell, taste.

5. "Emotions in the palm of your hand". Imagine a fire or a burning candle. Launching your hands on your knees, palms up. The idea that all the negative emotions had accumulated in the left palm. Suddenly throwing emotions into the fire.

To Prevent Burnout Syndrome, one of the Recovery Strategies can be Followed

Strategy 1:

Change the environment in which the person lives. Although it may seem almost impossible to apply, this strategy involves removing all the things that led to burnout. Only by coming out of the harmful environment that has brought in this state, one can still think lucidly to find solutions. Elimination of cases, even if this decision may seem detrimental in turn.

Strategy 2:

Request for help. One of the symptoms of burnout syndrome is the tendency to conserve energy by isolating others. Therefore, in the happy situation in which the individual realizes that he suffers from this syndrome, the choice to ask for help is among the last methods of healing that he would think of. However, the support of friends and family is needed to regain lost perspective, motivation, and energy.

Strategy 3:

Reassess personal priorities and goals. In the case of this syndrome, something important in a person's life is not working as it should. Finding the time to redefine the ideals, priorities, and things that really motivate you. The role of motivation in professional development. The motivation of the activities aimed at achieving professional success is considered a necessary condition for the development of the professionalism of the individual. It is proven that the domination of motives determines the aspiration of teachers in higher education to self-realization. At the same time, the regulators of their professional behaviour are altruism and an orientation towards the freedom of pedagogical activity, manifested independently of planning and achieving goals.

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