Work Related Burnout

Work related burnout is a response to chronic stress. It’s symptoms include: emotional exhaustion, depersonalization, and reduced personal accomplishments.

Stages of Burnout

- Honeymoon
- Stagnation (Honeymoon is over)
- Frustration
- Apathy
Factors That Buffer Staff From Burnout

1. Feelings of appreciation
2. Collegial support
3. Good supervisory relationship
4. Individual and collective strategies to achieve organizational health
5. Creativity
6. Feelings of success

Factors That Contribute to Burnout

1. Gossip
2. Dysfunctional organizational dynamics
   - Closed system
   - Poor boundaries
3. Tension in the supervisory relationship
4. Continuous stress
5. Feeling ineffective clinically
Compassion Fatigue
• The stress of caring too much
• Compassion fatigue differs from burnout in that burnout is caused by stress and compassion fatigue is caused by caring
• Secondary trauma, secondary PTSD

Consequences of Compassion Fatigue
• Lack of energy
• Lack of hope
• Lack of enthusiasm
• Loss of idealism
• Spiritual distress
• Shift in worldview

Intervention Strategies
• Laughter
• Centering Rituals
• Meaningful acts of service
• Remembering your ideals
Intervention Strategies Continued

- Alone time
- Daily breaks and lunch
- Boundaries
- Balance
- Support
- Organizational health

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15 Strategies For Engaging The Most Difficult-to-Reach Clients With Substance Use Disorders

Presenter
Mark Sanders, LCSW, CADC

Describe the kinds of clients that are the most difficult for you to engage
Becoming Naturally Therapeutic

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A Typical Treatment Plan

- 90 in 90
- Steps
- Sponsor
- Sober activity
- Psych Meds
- Monthly visits with psychiatrist
- MISA groups
- Daily contact with case manager

Typical Treatment Plan Continued

- Apply for SSI
- Job readiness training
- Apply for 10 jobs per week
- GED classes 3 times per week
- Monthly visits with probation officer
- Random urine screens
- Probation groups

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