

Lesson 11 - Burnout

Lesson 11. Burnout

Learning Objectives

After this lesson, students will be able to:

- Recognize the signs of burnout.
- Define what burnout is.
- Justify a stand on a burnout-related issue.
- Define vocabulary from an audio using context clues.
- Differentiate burnout from depression.
- Provide recommendations to bounce back from burnout.
- Identify and correct errors found in sentences.

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7 Signs of Emotional Burnout

Are you experiencing burnout? Complete the table and check the signs that you have.

Signs	Scale of 1-5 (5 being the highest)	Details
1.		
2.		
3.		
4.		
5.		
6.		
7.		

Check the video here: <https://www.youtube.com/watch?v=CDvnw8eOjFQ>

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In a nutshell

The term **burnout** is a relatively new term, first coined in 1974 by Herbert Freudenberger, in his book, *Burnout: The High Cost of High Achievement*. He originally defined burnout as, “the extinction of motivation or incentive, especially where one's devotion to a cause or relationship fails to produce the desired results.”

A **high-stress job** doesn't always lead to burnout. If stress is managed well, there may not be any ill-effects. But some individuals (and those in certain occupations) are at a higher risk than others.

While burnout isn't a **diagnosable psychological disorder**, that doesn't mean it shouldn't be taken seriously.

“Almost everything will work again if you unplug it for a few minutes...
Including you.”

What does Anne Lamott imply with the quote above?

Source: <https://www.verywellmind.com/stress-and-burnout-symptoms-and-causes-3144516>

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Debate: The company is responsible for helping employees cope up with burnout.

Points to consider:

- Is burnout an individual problem?
- If an employee experiencing burnout sought for professional help, should the company aid with the expense?
- Is stress from work the primary cause of burnout?
- Will modifying workloads help cope up with burnout?
- Who will benefit once an employee bounces back from burnout?

Sources:

<https://hbr.org/2019/12/burnout-is-about-your-workplace-not-your-people>

<https://milltain.com/management/employer-responsible-for-burnout/>

<https://www.cleverism.com/employee-burnout-is-a-problem-with-the-company-not-the-person/>

<https://www.talentsearchpeople.eu/en/blog/470-why-are-companies-responsible-for-employee-burnout/>

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Keen Listening

Take notice of the following vocabulary in the video. Talk about your comprehension of each if you are familiar with them. While listening, jot down notes on how the each vocabulary is defined, used and connected to topic presented.

exhaustion

cynicism

inefficacy

depersonalization

anti depressant
medication

overactive mind

self-help
interventions

prolonged stress

rejuvenated

worthlessness

erosion

temperament

outstrip

Identify what part of speech each
vocabulary is.

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Listening (7.1) *Burnout vs Depression*

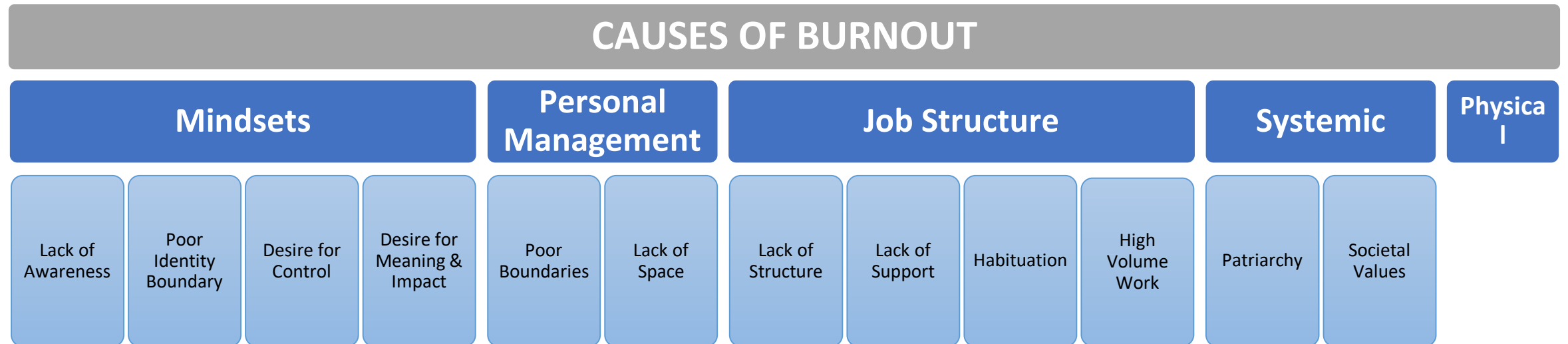
<https://www.youtube.com/watch?v=nKI03ncN374&t=140s>

	Depression	Burnout
Symptoms	<i>(Physical)</i>	<i>(Physical)</i>
	<i>(Mental)</i>	<i>(Mental)</i>
Getting Pleasure		
Self Esteem		
Medication		
Treatment		

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Reading:

Over the past six months, the team at Flourish has been laser-focused on user research and design around the problem of burnout. Our goal was not only to understand the experience of burnout but also its underlying causes and resultant effects — with a broader aim of mapping out all the pieces in order to better-inform the most effective solution to this seemingly elusive problem that’s not well-defined by experts. After 50+ hours (and counting) of interviews and dozens of team debriefs and brainstorming sessions, we’ve arrived at a model for burnout that outlines what we believe are the causes, experiences, and results of burnout. There’s a lot of information laid out in the full model, so I’ve broken it into three sections and highlighted the most interesting points to focus in on in each:



Read the rest of the article here:

<https://medium.com/flourish-now/identifying-the-causes-of-burnout-the-flourish-model-753089485324>

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EXPERIENCE

Feeling like two different people

- Acting out of character, frequently erratically or irrationally; when looking back, feeling surprised by your actions

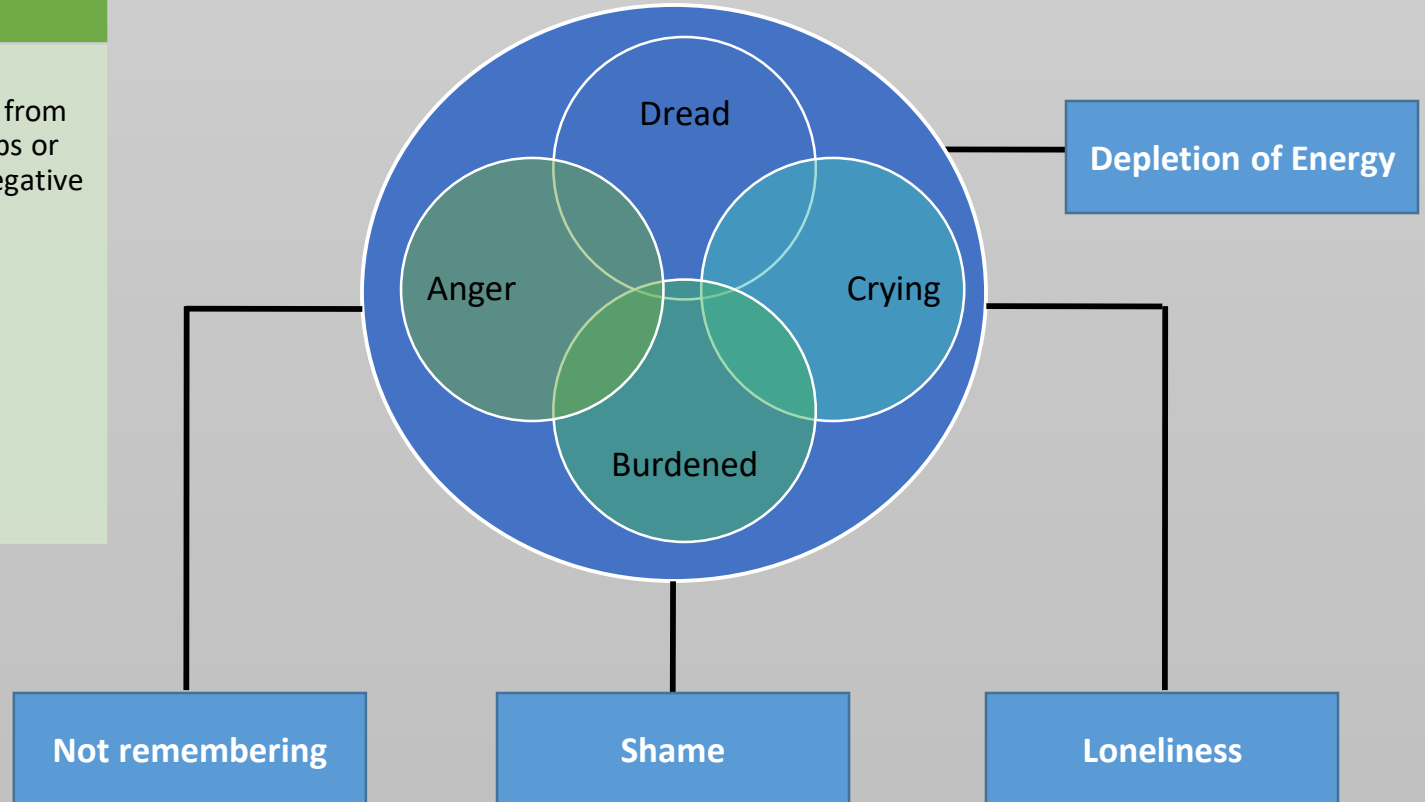
Physical

- Feeling physically exhausted or engaging in behaviors like stress-eating reinforces the physical causes.

Depersonalization

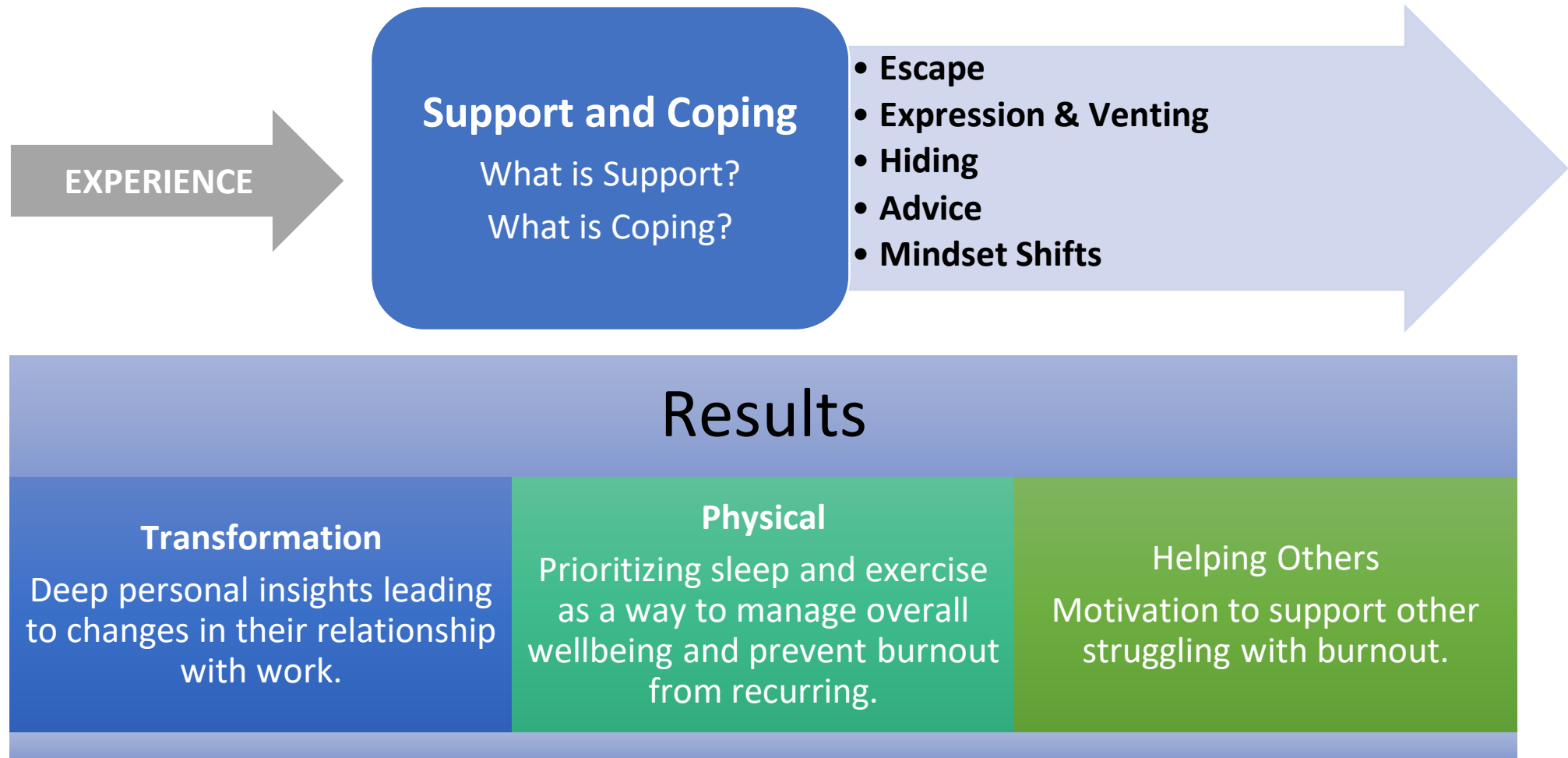
- Feeling withdrawn from relationships or having a negative or cynical attitudes

Emotional Exhaustion



Source: [The Social Dilemma: A Lesson on Social Media \(Advanced ESL\) \(englishcurrent.com\)](https://www.englishcurrent.com/)

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ANSWER THE QUESTIONS

1. Describe the goal of **Flourish**.
2. How do you understand the term coined in the passage “**flavor of burnout**”?
3. What is regarded as the most interesting part of the model?
4. Enumerate some **coping mechanisms** mentioned in the article.
5. Give an example of how emotional exhaustion can manifest physically.

VOCABULARY EXERCISE

- A. difficult to find, catch, or achieve.
- B. a system of society or government in which the father or eldest male is head of the family and descent is traced through the male line.
- C. a natural or established process by which something takes place or is brought about.
- D. of imposing height.
- E. prevent the development, action, or expression of (a feeling, impulse, idea, etc.); restrain.
- F. display or show (a quality or feeling) by one's acts or appearance; demonstrate.
- G. the moment of greatest strain at which someone or something gives way.
- H. a period of excessive indulgence in an activity
- I. reduction in the number or quantity of something.
- J. to express a negative emotion in a forceful and often unfair way

1. **Elusive**
2. **Depletion**
3. **Lofty**
4. **Suppress**
5. **Vent**
6. **Patriarchy**
7. **Manifest**
8. **Mechanism**
9. **Binge**
10. **Breaking point**

What is the best way to bounce back from burnout?

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Discuss these daily hacks to help you bounce back from burnout. Are they similar to your response from the previous page? Which could you adapt? What are each pros and cons?

1. Replenish
2. Sleep
3. Cut clutter from your home and office
4. Let go of resentment
5. Time is your most valuable asset
6. Spend more time with positive people
7. Get creative
8. Alternate periods of activity with being still
9. Request flexible working
10. Accept that a task completed “well” is “good enough”
11. Switch off your Smartphone
12. Listen to your body
13. Schedule renewal

Source: <https://www.healthista.com/13-ways-to-bounce-back-from-burnout-without-leaving-your-job/>

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Identify the errors in each sentence and modify to make it correct.

1. As the stress continues, you would begin to lose the interest and motivation that led you to take on a certain role in the first place.
A B C D
2. Because its many consequences, it's important to deal with burnout right away.
A B C D
3. The signs and symptoms are subtle at first, but become worst as time goes on.
A B C D
4. There are positive steps you can take to deal with overwhelming stress and get your life back through balance.
A B C D
5. You may crave for sugary snacks or comfort foods such as pasta or French fries, but these high-carbohydrate foods quickly lead to a crash in mood and energy.
A B C D

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6. Please try to take it easy over the weekend. I'm worried you're burning the candle at both ends and we need you to perform on Monday's meeting.

A

B

C

D

7. My boss basically bit my head out when I tried to ask for an extension! It was a bit unreasonable.

A

B

C

D

8. Being helpful to others delivers immense pleasure and can help to significantly reduce stress as well as broadening your social circle.

A

B

C

D

9. Are you sure you want to volunteer at the local church? You've already got so much in your plate.

A

B

C

D

10. Rhythmic exercise, where you move both your arms and legs, is a hugely effective way to lift your mood, increase energy, sharpen focus, and relaxing both the mind and body.

A

B

C

D

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1. What images are in your mind when you hear the word burnout?
2. Tell about a time when you had to ***work yourself into the ground***.
3. According to some research, women are more likely to experience burnout than men. Why do you think so?
4. Who is better in managing pressure? Men or women? Explain.
5. Which industries are likely to have employees suffering from burnout?
6. Among all the activities you have to go through for your job, which ***stresses*** you ***out*** the most?
7. Have you ever experienced a colleague ***snapping at*** you? How did you deal with it?
8. How do you think you can help a colleague suffering from burnout?
9. What initial action should the management take once an employee is obviously dealing with burnout?
10. A certain level of stress can be positive. Can you think of any cases where stress can be useful or even necessary?
11. How likely are you to reach your ***breaking point***?

The End