Building Burnout Resistance

Dr. Aneika Simmons

Who am I...

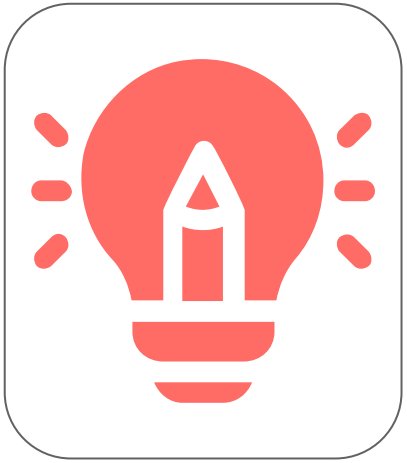
Dr. Aneika Simmons

@aneika

Southern Business Administration Association

To provide networking opportunities for business educators

Showcasing best practices

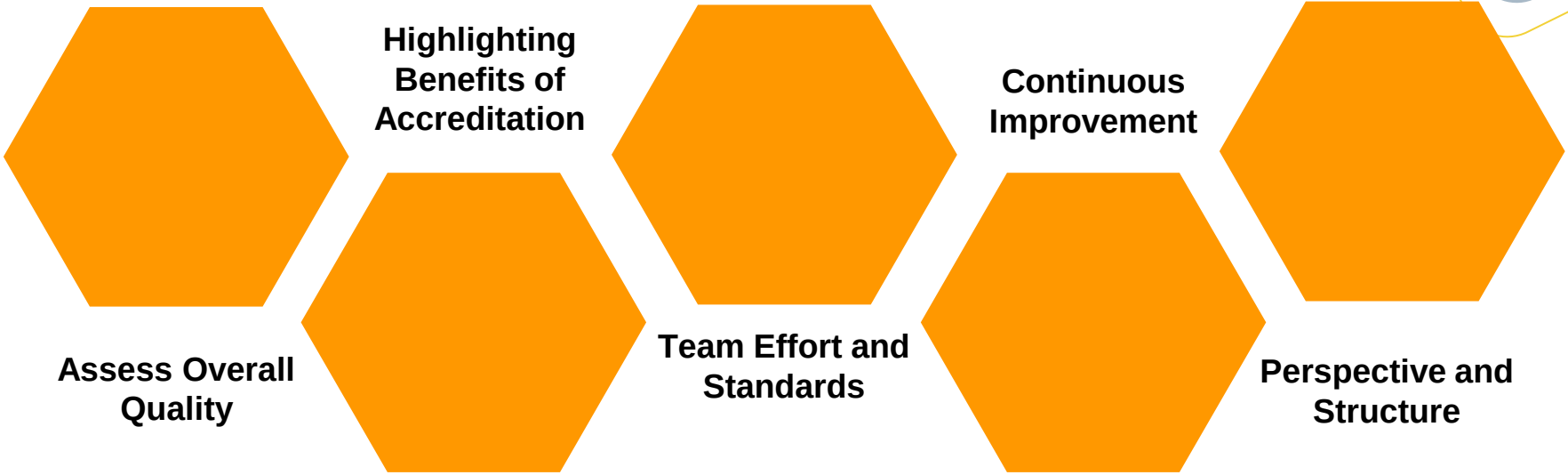


Promoting innovation in teaching and scholarship

Encouraging leadership in the management of educational programs

Why a talk on burnout when the theme is “Achieving Excellence in Business Education?

Accreditation



BUILDING BLOCKS

10 Suggestions for a New Academic Dean

(Monforti and Kypuros, 2019)

- Explain Yourself
- This job is different from any other you've held
- Listen. A lot. And then strategize
- You have only a few peers on your campus
- Prepare to compromise
- Set the tone and share your vision
- When in doubt, focus on the students
- Find a few mentors with administrative experience
- There is no I in "Dean"
- Be accessible but not "on call"

NetApp
Surface

TERMINAL BURCHARDKAI
Hapag-Lloyd
HOUSTON EXPRESS
HAMBURG

01

The Burnout Problem

Defining burnout

“Burnout is a psychological syndrome emerging as a prolonged response to chronic interpersonal stressors on the job. The three key dimensions of this response are an **overwhelming exhaustion**, feelings of **cynicism and detachment** from the job, and a **sense of ineffectiveness and lack of accomplishment**.”

The ongoing feeling that today’s resources aren’t enough to meet tomorrow’s demands.

The three dimensions of burnout

Emotional Exhaustion

You have nothing left to give

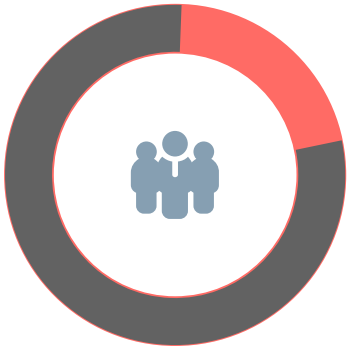
Depersonalizaton

You start to “un-person” people

Reduced Personal Accomplishment

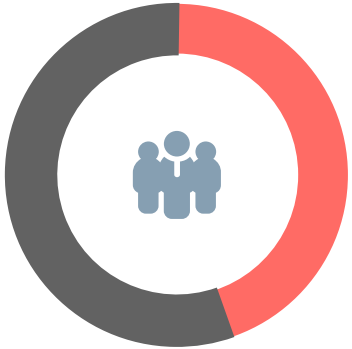
You criticize what you used to celebrate

Full-time worker burnout



23%

Very often or always



44%

Sometimes

"That means about two-thirds of full-time workers experience burnout on the job."

GALLUP®

$4,500,000,000,000

National Spending on Healthcare

One of the largest factors in these costs was high demands at work/workplace stress responsible for an estimated $190 billion in spending.

Workism

Burnout emerges in the gap between our ideals and the reality of our work. The greater this gap is, the bigger the pain we experience in our jobs.

~ Jonathan Malesic

Psychology Today

- Burnout rates in academia have reached a shocking new high.
- 50% of academics are depressed, and 30% are experiencing daily burnout symptoms.
- Perceived challenges with management and dramatically changing job expectations have contributed to the crisis.
- Only doctors and nurses have a higher risk of burning out than educators.

~Woods, 2023

In 2020, American workers across the board saw heightened rates of burnout, and according to APA's 2021 Work and Well-being Survey of 1,501 U.S. adult workers, 79% of employees had experienced work-related stress in the month before the survey.

As many as 87% of college students surveyed across the U.S. cited education as their primary source of stress (APA, 2020).

In 2021, ACE shared that the mental health of faculty and staff members was the third most pressing concern for college presidents.

American Council on Education (ACE)

In general, it's been a destabilizing time to perform the essential duties of being a professor: teaching, research, and service.

The Chronicle of Higher Education, 2022

02

A.I.

Artificial Intelligence and Fear

Falling Behind: Anxiety over technological change is escalating, especially related to AI. Researchers and therapists offer all sorts of ways to deal with it. (Wall Street Journal, Why New Technology Is So Stressful at Work—and What to Do About It, 2023).

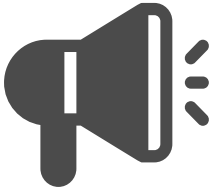
Dramatic change: AI is revolutionary and being compared to the internet itself, which leads to discomfort for some due to the uncertainty of what it means (Psychology Today, 2023).

Elimination of some jobs: Many jobs held by humans could be handled by AI systems, causing potential large-scale unemployment and subsequent adverse economic impacts (Psychology Today, 2023).

03

Team Leadership

Healthy teams



Communication

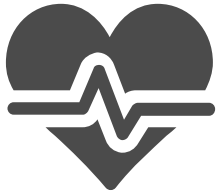
Clear and effective messages.

Accountability

Responsible for actions.

Reciprocal Respect

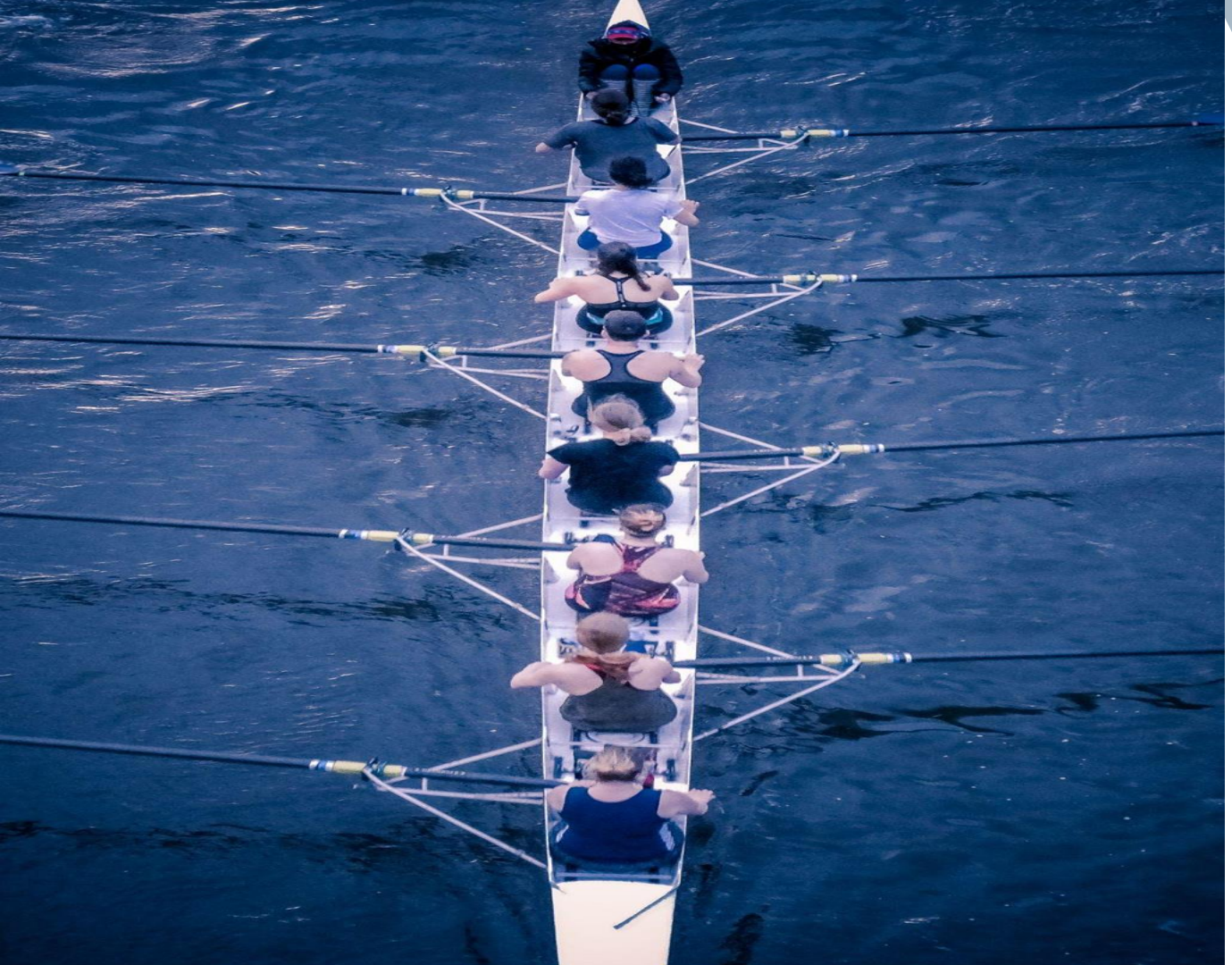
Valued for who they are and what they bring to the table.



Well-being

Encompasses a sense of contentment and satisfaction.

A leader is one who knows the way, goes the way and shows the way.
~John C. Maxwell



A leader is anyone who takes responsibility for finding the potential in people and processe and who has the courage to develop that potential. ~ Brene Brown

04

The Pursuit of Wellness

VUCA

VOLATILITY

Challenges are unexpected, unstable with an unknown duration.

COMPLEXITY

Many interconnected parts and variables.

UNCERTAINTY

Despite a lack of other information, change is possible but not a given.

AMBIGUITY

Unknown "unknowns are faced.

Bennis and Nanus (1985) Leaders: Strategies for Taking Charge

Applying VUCA to the Burnout Resistant Framework

Challenges

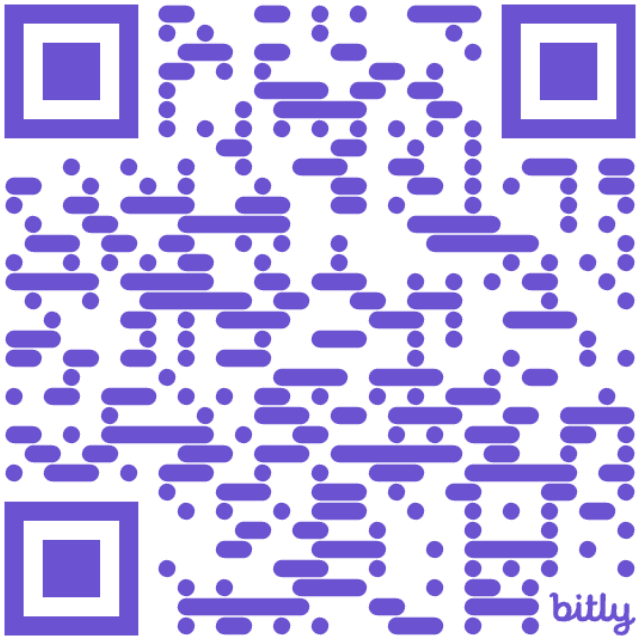
Root Causes

Strategies

Action Plans

Focused Action

VUCA Worksheet



Surviving to Thriving

GLOBAL WELLNESS INSTITUTE™

EMPOWERING WELLNESS WORLDWIDE

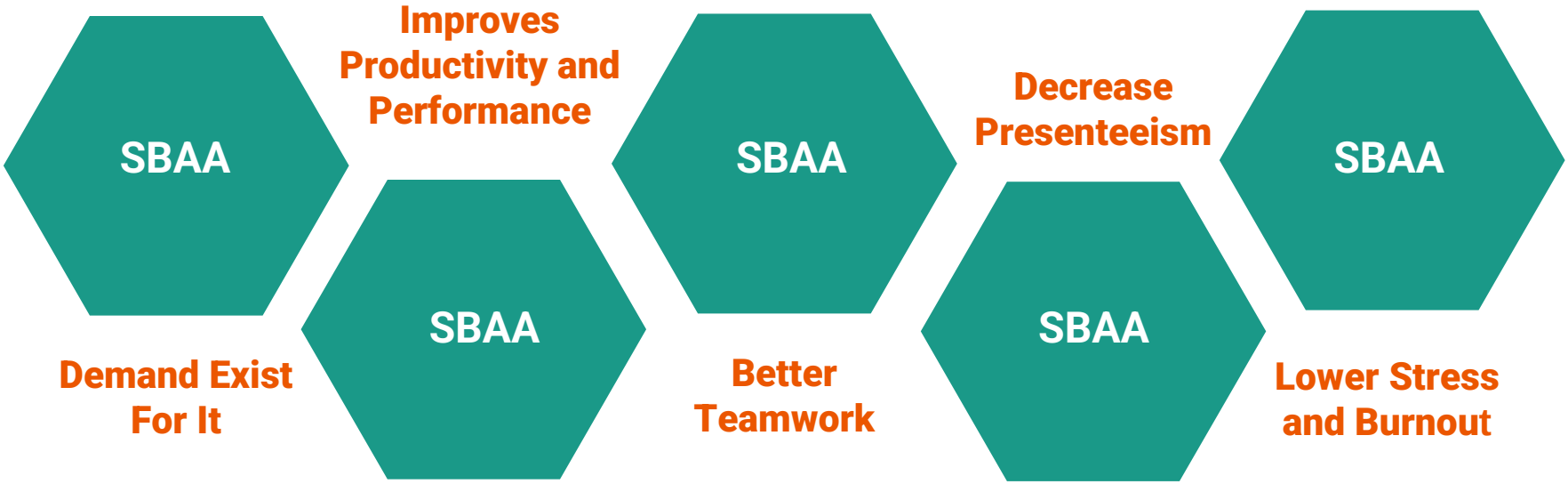
The Global Wellness Institute defines wellness as the active pursuit of activities, choices and lifestyles that lead to a state of holistic health.

WELLNESS WHEEL
Spiritual
Emotional
Occupational
Intellectual
Environmental
Financial
Social
Physical

Because people spend so much time at work, occupational wellness is a particularly important component of overall well-being.

People with good occupational wellness find their work rewarding, have good relationships with co-workers, and find positive ways to handle workplace stress, all while also finding a good work-life balance.

FIVE BENEFITS OF OCCUPATIONAL WELLNESS



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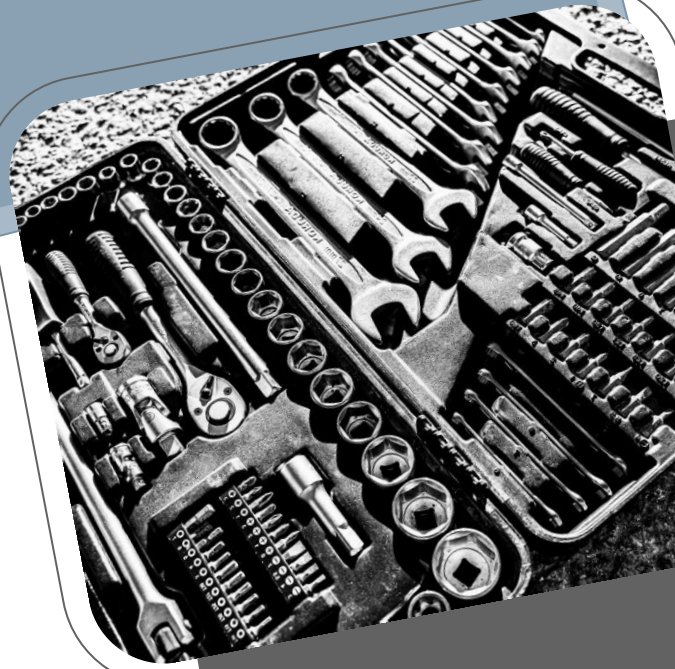
Common solutions



BEHRINGER
-BONZINI-
Twister

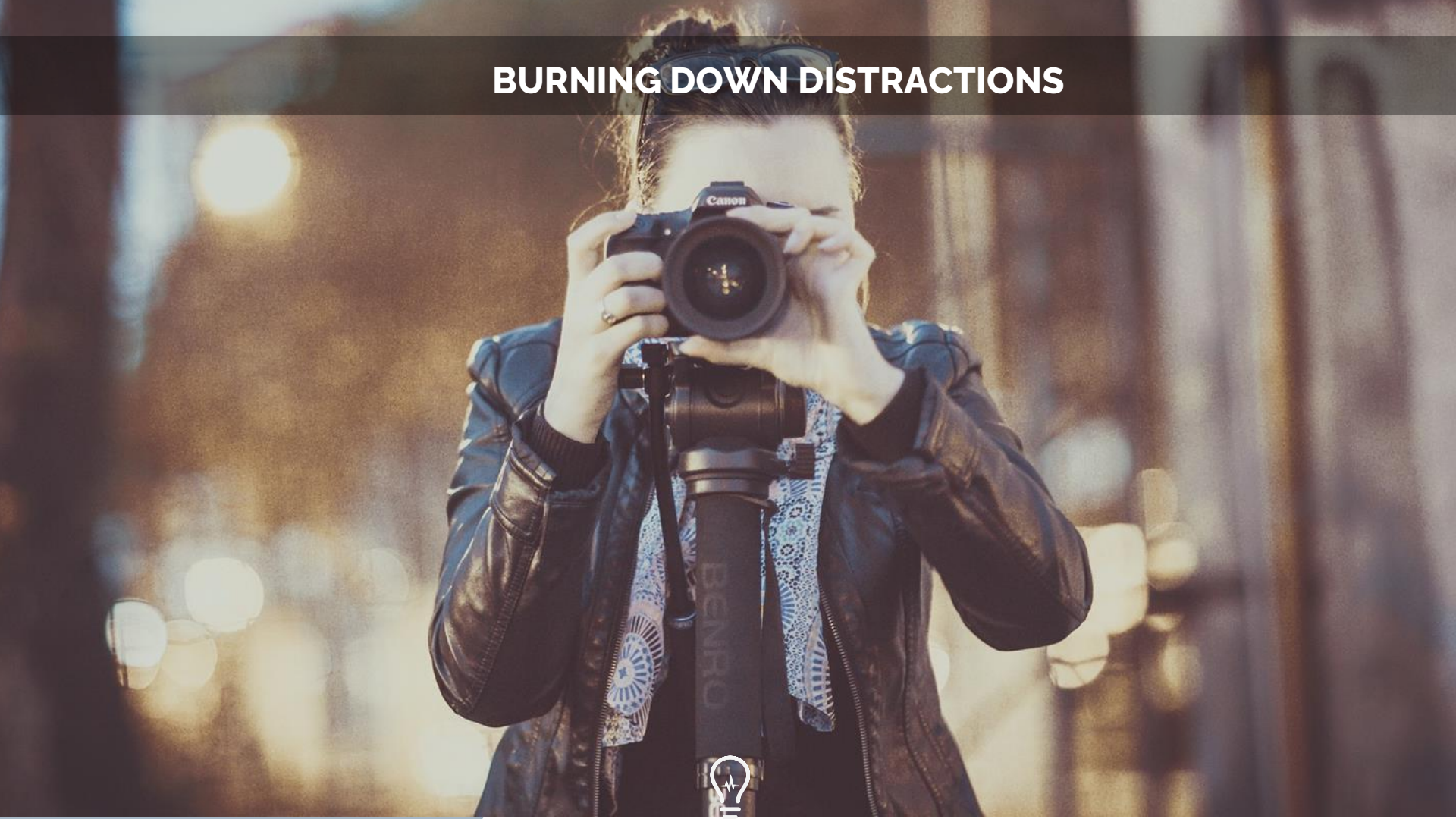
06

The Burnout *Resistance* Framework

BURNING DOWN ILLNESS

We can all strive to be *healthier versions of ourselves*.

BURNING DOWN DISTRACTIONS



Saying no helps you *say yes*.

BURNING DOWN BARRIERS

Resilience requires *relationships.*

Building Burnout Resistance Efforts

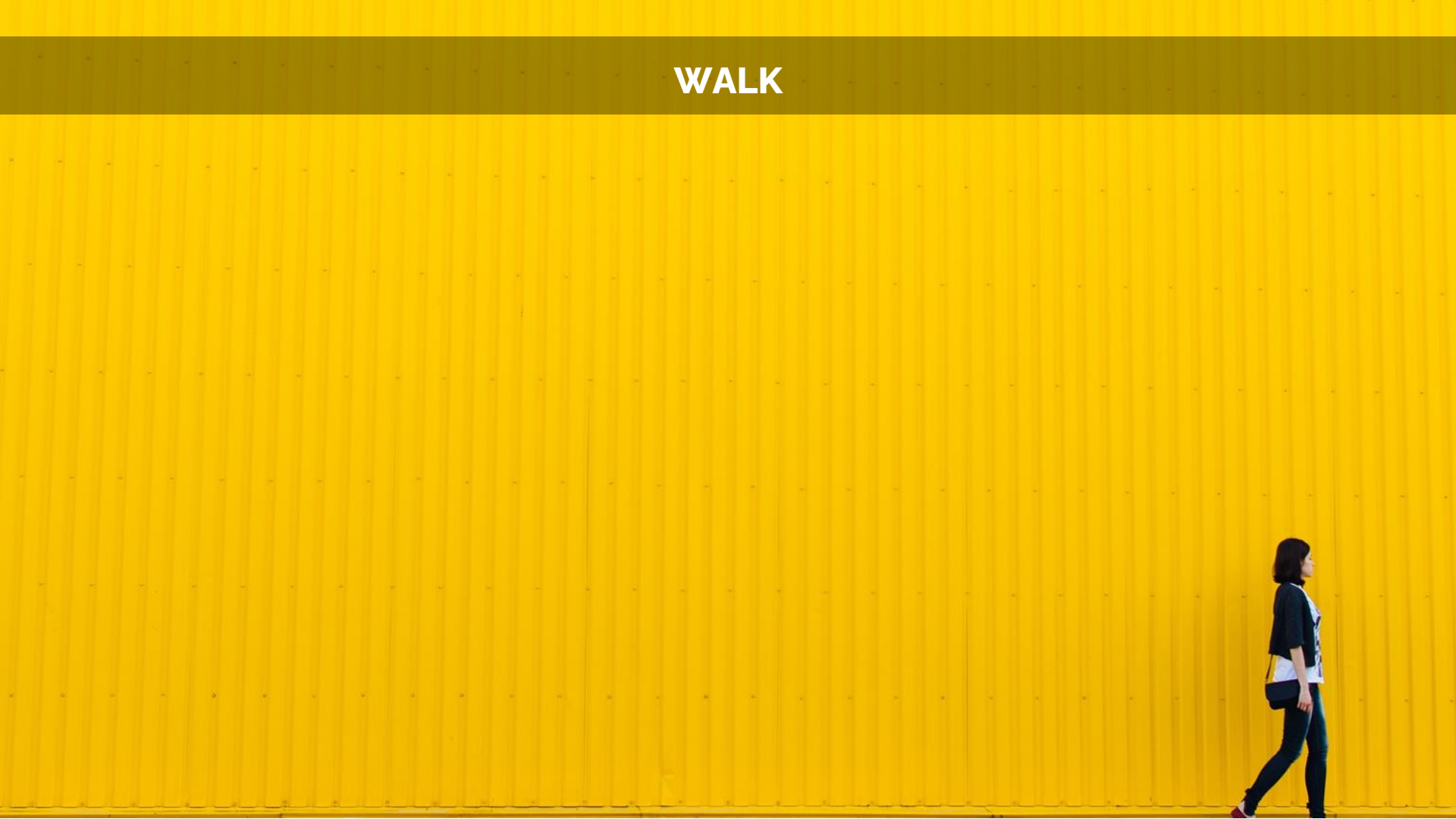
- Focus Groups
- Survey
  - Presentation of Results
- Campus Partnerships
- Leadership Support
- Website with resources
- Burnout Resistant Event
  - Engaging Speaker
- Workshops
- Implementation of ideas

PRACTICE OVER PERFECTION

VOLUNTEER

JOURNAL

WALK



Health

Focus

Relationships

Thank you!

Questions?

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