AGING OUT OF THE FIELD

Reenergizing Yourself to Avoid Burnout

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PRESENTERS

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PRESENTATION OUTLINE

- What the Research Says
- Let’s talk about Burnout
- Personal Attitude and Departmental Culture
- Assessing Where You Are
- Moving Forward
WHAT THE RESEARCH SAYS
“The student affairs attrition and job satisfaction literature is long established and updated periodically, and predicts that between 50% and 60% of new professionals leave the field before their fifth year.”
-Renn & Hodges, 2007
WHY ARE WE TALKING ABOUT THIS?

“There is considerable evidence that younger employees experience higher levels of burnout, possibly because they become disillusioned by the “real world” after having held an idealistic view that influenced their career selection and that was learned in their training programs.”
-Schulz, Greenley & Brown, 1995
LET’S TALK ABOUT BURNOUT
WHAT IS BURNOUT?

- What do you think?

- “Staff burnout is a unique type of stress syndrome characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment occurring in response to the chronic emotional strain of dealing extensively with other human beings, particularly when they are troubled or having problems.”
  - Schulz, Greenley & Brown, 1995
HOW HAS BURNOUT AFFECTED YOU IN YOUR CURRENT POSITION?

- Discussion
  - Self
  - Peers
  - Your work
HOW TO STAY HAPPY

- Celebrating the little victories without sweating the small stuff
- Milestones
- To-Do list
- Recognition
LOVE YOURSELF

- Personal Values
- University Committees and Connections
- City Connections
- Hobbies
- Pro-D- webinars, etc.

“IF YOU CAN'T LOVE YOURSELF, HOW IN THE HELL ARE YOU GONNA LOVE SOMEBODY ELSE?”
--RUPAUL’S DRAG RACE--
PERSONAL ATTITUDES AND DEPARTMENTAL CULTURE
P.G.T.

- Assuming Good Intent
- Expressing Concerns Appropriately

PATIENCE YOU MUST HAVE
MY YOUNG PADAWAN
THE UNSPOKEN RULES

- Learn the politics
- Pay it forward

- Sharing examples
  - What did you learn?
WHERE DO YOU FIT IN?
FINDING WHERE YOU FIT IN THE PUZZLE

- Group Roles
- Figuring out your strengths
- Supporting the team
CHANGE AND RESISTANCE

- When is it necessary?
- When is it better to advocate the status quo?
- How do you react?
WHERE YOU ARE, WHERE YOU WERE, WHERE YOU WANT TO BE
SO WHAT’S *REALLY* IMPORTANT?

- Reflect:
  What is it that your institution, department, supervisor seem to think is important?
  Does it match what you find to be important?
MATCHING YOUR VALUES TO YOUR JOB

Activity

- Step 1: Figuring out your values
- Step 2: Your job responsibilities
- Step 3: Comparison
- Share time with partner

Talking Points:

- How do your values and your position support each other?
- Is there a gap between your values and your position?
- How do you embody your values in your job?
- Are there ways to align your values more closely to your current (or desired) work?
TERRI & ERIC’S VALUES

- **Terri:**
  - Step 1: Empathy, Trustworthiness, Helpfulness
  - Step 2: Supervision, Crisis Response, Committee Responsibilities, Conduct
  - Step 3:

- **Eric:**
  - Step 1: Connectedness, Curiosity, Futuristic
  - Step 2: Program Development, Student of Concern Support, Advising
  - Step 3:
HOW DO YOU CLOSE THE GAP?

- Reflecting your values
- Peer and supervisor buy-in

“Leadership influences social support which staff obtain from supervisors, and culture influences coworker support. Social support has been found to be significantly associated with staff burnout.”

-Schulz, Greenley & Brown

- Making a personal plan
WELLNESS AND GROWTH

**Personal**
- Leave the job at the job
- Get a hobby
- Get involved in the community
- It’s just a job

**Professional**
- Give 100% while you’re there
- Care about what you’re doing
- Connect to the profession - outside support
GET A LIFE; EAT A CHEESEBURGER
RESEARCH/WORKS CITED


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