

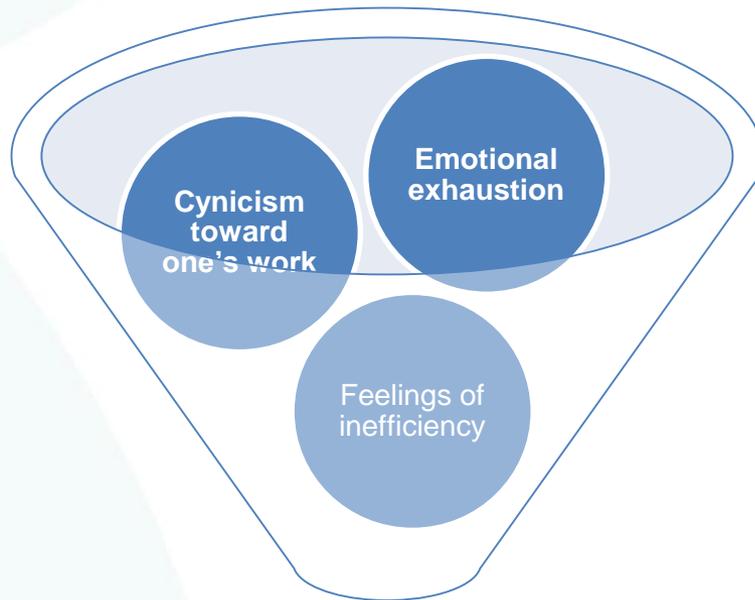


8th EU Career Guidance Conference - 2022 -

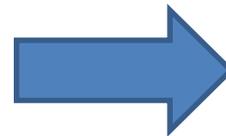
Iuliana-Raluca Gheorghe

**Carol Davila University of Medicine and
Pharmacy from Bucharest, Romania**

Premises for work burnout



BURNOUT



Negative outcomes

Poorer performance

Lower productivity

Feelings of incompetence

Absenteeism

Turnover intentions

Premises for burnout in the counseling field

-  **Exhaustion** is the primary feeling mentioned when people talk about burnout for themselves or others
-  **Depersonalisation** refers to a negative and detached attitude towards one's job
-  **Lack of achievement** refers to a subjective perception of being incompetent or ineffective in the workplace

Counsellors are among the health professionals that the literature acknowledges as rather susceptible to burnout due to the **nature of their work** (i.e., the need to experience and exhibit empathy to their clients independently of their own emotional situation) and **work overload** (multiple job demand, role ambiguity, large caseloads, and lack of clinical supervision).

Premises- Symptoms of burnout in counselors

Counsellor burnout  the state in which the counsellor experiences marked difficulty fulfilling the functions s/he has to at a level that could be described as adequate.

Symptoms

Guilt arising from an inability to perform the counselling function properly can often be a symptom of burnout.

Conflicting emotions- the counsellor may experience as s/he wants to help the client (in his/her professional capacity) yet at the same time, s/he wants to avoid him or her.

Feeling of emptiness in both the personal and professional realm

Although counsellor burnout is considered to be a rather painful experience, many professionals fail to recognize what they have been through because it can be a slow and confusing situation that does not emerge suddenly and does not have an obvious beginning and/or end, but it can affect all stages of the professional's life.

Burnout in Greek counselors

School counsellors in Greece assume a wide range of responsibilities, such as intake, individual and group counselling, family counselling, counselling for teaching staff, seminars, and administrative duties.



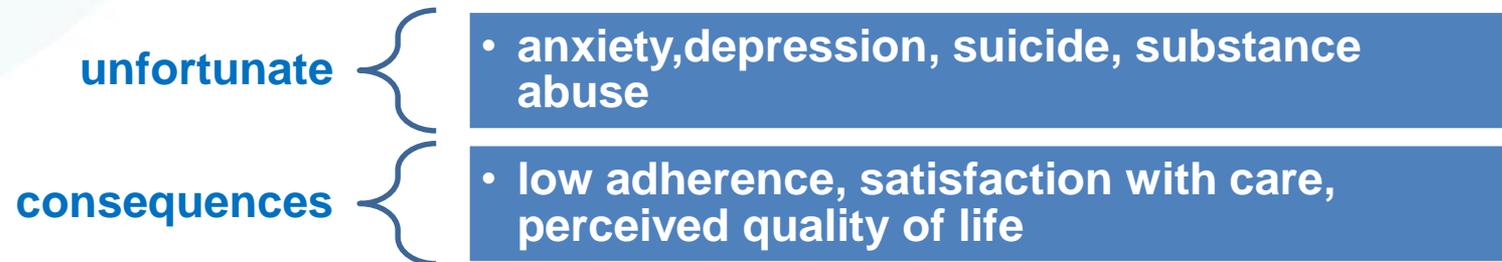
ambiguous professional roles

School psychologists are trained in a variety of treatment and diagnostic methods in order to provide services to a range of educational settings.



demanding caring profession

Solution to burnout



recognition as an "occupational phenomenon" by the WHO
(included in ICD 11, 2019)

prevention = a viable and solid (i.e., cost-efficient) strategy

adequate professional training



updated knowledge of theories, techniques, methods, research and strategies)



Burnout Education, Normatives and Digital Tools for European Universities

KA2: Cooperation for Innovation and the Exchange of Good Practices

KA203: Strategic Partnership for Higher Education

Project reference: 2020-1-RO01-KA203-080261

December 1st, 2020 - May 31st, 2023

Consortium of Partners

- “Carol Davila” University of Medicine and Pharmacy (ROU)
- University of Nicosia (CYP)
- National School of Public Health, Management, and Professional Development (ROU)
- Viteco SRL (ITA)
- Trakia University (BUL)
- Lusofona University (POR)
- University of Murcia (ES)



Objectives

1

Raising awareness about burnout and providing on a wide scale up-to-date, evidence-based information for the identification, the prevention and the interventions for academic burnout

2

Improving the wellbeing of medical and health allied professionals who are at risk of developing burnout and developing on-line tools to self-assess burnout

Objectives

3

Improving the skills of medical students and staff working in university support services who directly address or refer to cases of academic burnout

4

Drive policy changes: providing recommendations for developing normatives and regulations designed to address and prevent academic burnout.

Whom do we address?

Main Target groups:

Students

Professors/ student advisors

Student counselling specialists

Secondary interest groups:

Student organizations

Occupational medicine specialists

Medical employers

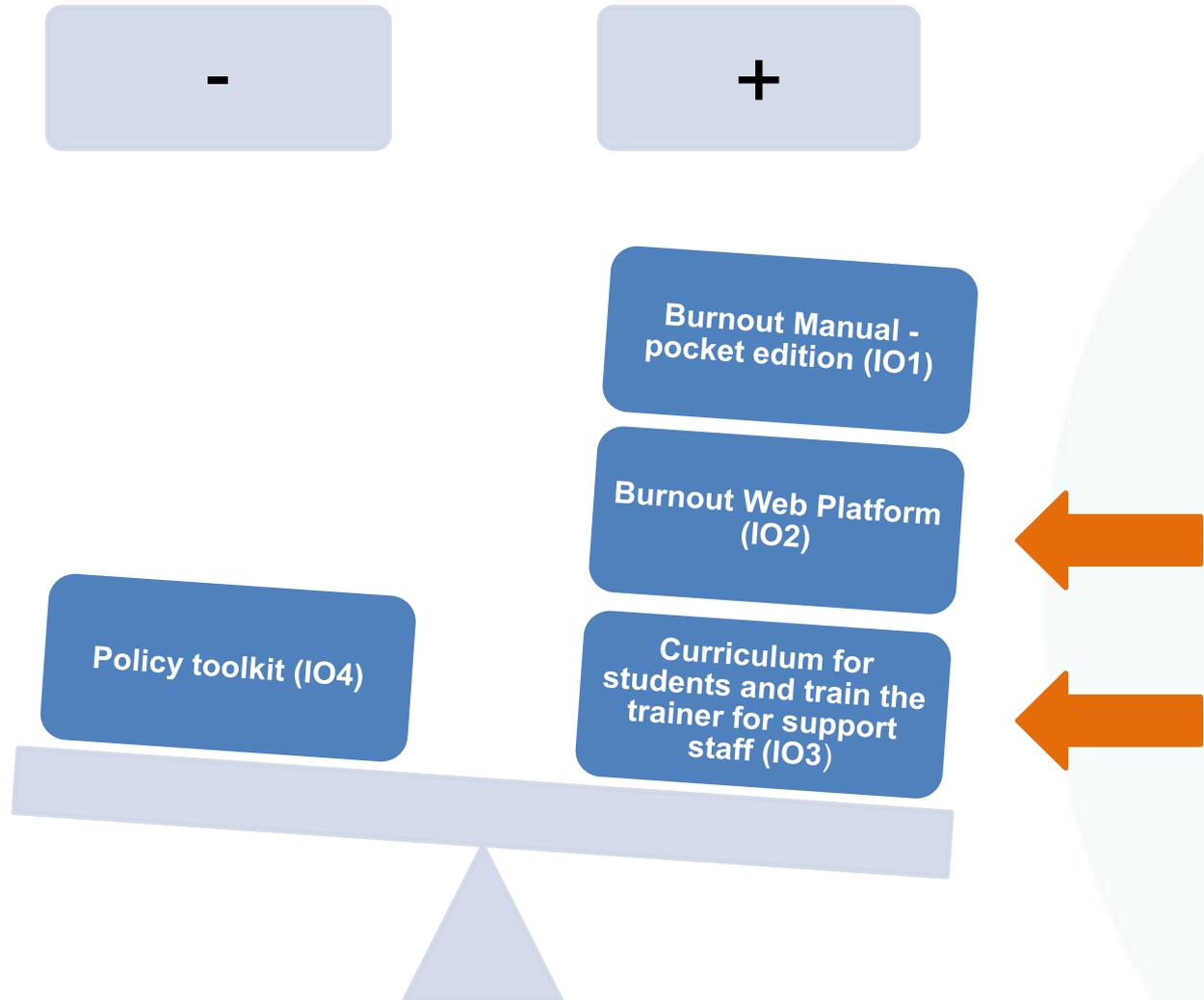
Private practice psychologists

INDIVIDUAL level: medical and allied health students from 5 partner countries (Romania, Spain, Portugal, Cyprus, and Bulgaria);

COLLECTIVE level: support staff who work in the five BENDiT-EU medical universities; this includes teaching staff who might have an intensive supervising role (mentors, tutors, advisers, etc.), staff working in psychological counselling for students, and staff working in other services aimed at providing different forms of support to students;

ORGANISATIONAL level: representatives of governing bodies, responsible with policymaking at the university level.

What we did so far?



The Burnout Manual

Erasmus+ Project: Burnout Education, Normatives and Digital Tools for European Universities



Translated in Greek

https://bendit-eu.eu/manual/Burnout%20Manual_Greek.pdf

The Burnout Manual (cont.)

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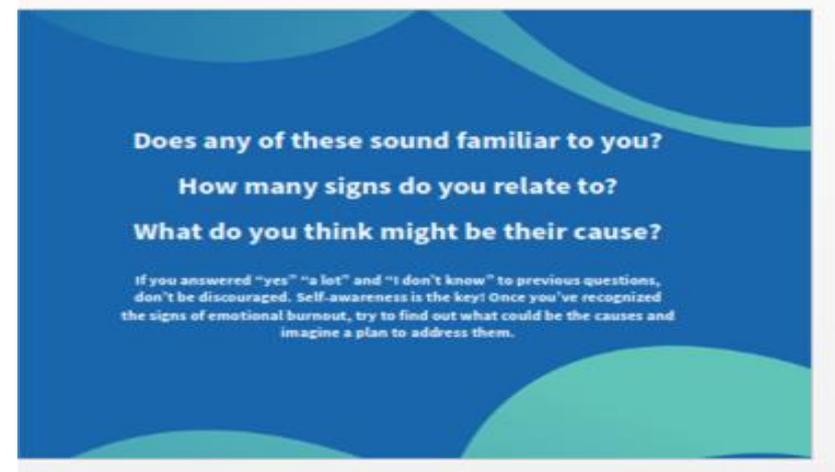
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The Burnout Manual (cont.)

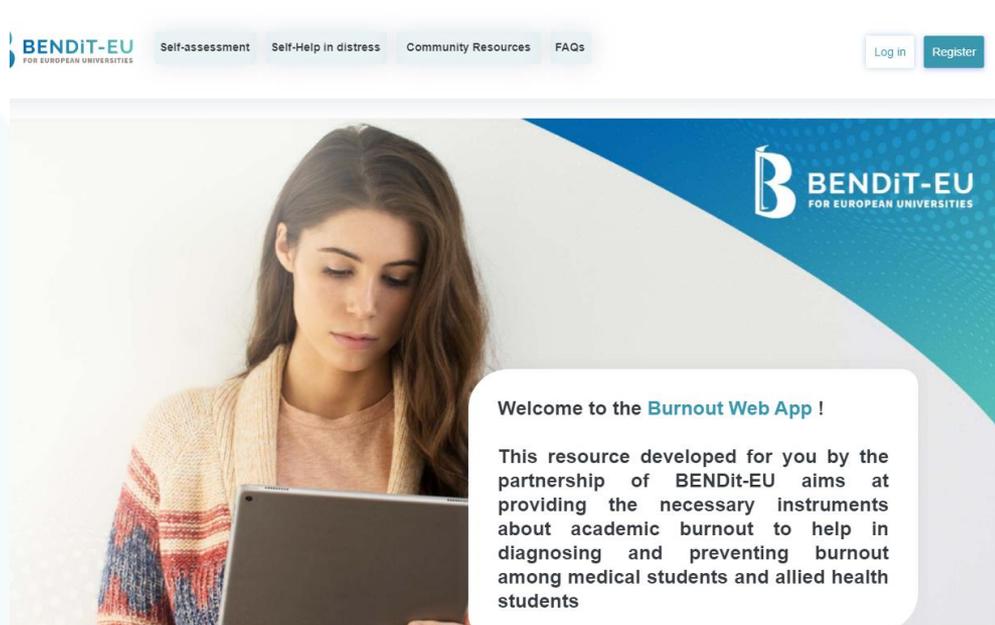
Assets

- offering first-hand information
- emphasizing the risk of burnout progression
- delivering a personal message
- connecting theory and practice
- promoting self-evaluation (useful for IO2, to facilitate the use of self-assessment tools)
- offering tips for action, at the prevention level (useful for IO3, to facilitate acceptance and understanding of educational programs aiming burnout)
- offering tips for action, at the intervention level (useful for IO2, to facilitate the recourse to individual support systems)



Burnout web platform

bwp.bendit-eu.eu



- ❖ **self-assessment** of the own burnout level;
- ❖ information about **community resources** and **self-help** in distress;
- ❖ answers to **frequently asked questions** about burnout;
- ❖ monitor of one's **burnout**, **wellbeing** and **resilience** scores throughout academic studies;
- ❖ brief information about reliable therapeutic **interventions** dedicated to burnout.

Burnout web platform (cont.)

LEVEL 3

Engaged

Low/normal Emotional Exhaustion, low/normal Cynicism, and high/normal Professional Efficacy



RESOURCES

[Information](#)

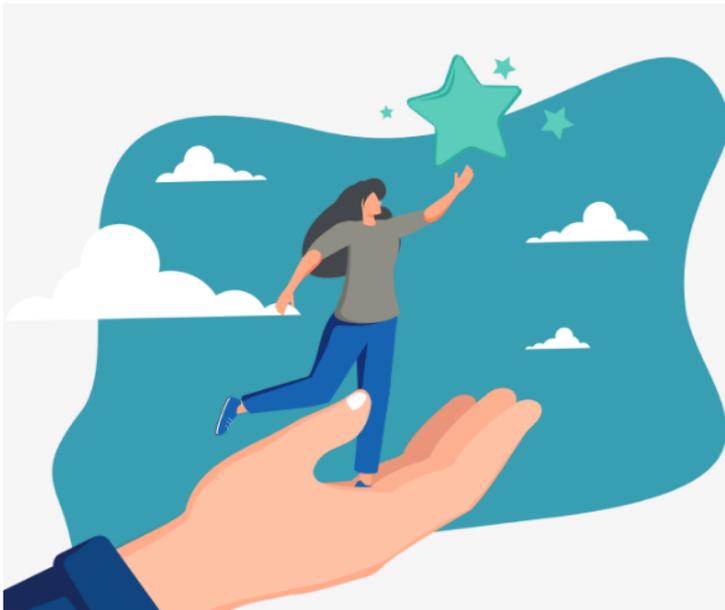
[Self-Help in distress](#)



You obtained an overall low academic burnout score, which means that you do not display major signs of discomfort or fatigue related to your studies. However, it may be of interest for you to look also at the attached graph below, where you can observe if there are any sources of burnout (personal, academic as a whole, related to colleagues, and related to teachers) that you handle worse (yellow areas) or poor (red areas). If this is the case, you should be aware that this phenomenon can occur throughout studies or even in your future job. To prevent being affected by such circumstances or better cope with them, we offer you

Burnout web platform (cont.)

SELF-HELP IN DISTRESS



Most individuals dislike feeling uncomfortable. Emotional discomfort, often known as [distress](#), may be experienced in many ways, such as feeling overwhelmed, helpless, overly tired, impatient, guilty without a cause, angry or irritable. Associated behaviors may include the need to isolate from people or activities, paradoxical attitudes, lack of compassion and understanding, or indifference. There is a distinction to be made between disliking uncomfortable feelings and finding them unbearable and needing to get rid of them. Distress, as an occasional experience, can be considered as being a natural part of life. However, when it exceeds our resources, one needs to find practical ways of better handling it, otherwise it will interfere with quality of life and can escalate into psychosomatic and psychiatric suffering.

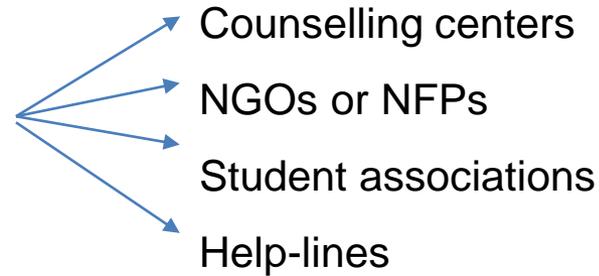
Avoiding stress may not be always possible, but looking at the factors which make the distress linger can allow us to understand the causes of stress and possibly address them and decrease their impact.

In this sense, keeping a stress diary may be a valuable tool for self-help. What is going on in your life that is making you stressed? Notice and write down where, what, and who is stressing you out. Identify [triggers](#) for your stress. Note what you think or do, and what you are correspondingly perceive in your body. This will be your first step in making a change.

You will eventually notice the everlasting connection between body and mind, and that doing steps to [ease](#) physical manifestations of stress can help to calm the distressed mind. If you [reduce](#) effects of stress on the body and mind, you can also change the associated behavior. You can also manage physical manifestations of stress, through [techniques](#) that reduce tension in the muscles and divert attention paid to unpleasant circumstances. Such methods include four-square breathing, deep muscle relaxation, mindful breathing, and stress-free activities, such as exercise or hobbies.

Burnout web platform (cont.)

Community resources



Counselling centers

Show entries Search:

Country	Name
Romania	Centrul de Consiliere și Dezvoltare Personală - REthink
Romania	Centrul Psiho-Armonie
Romania	CDUMP Counseling Center
Romania	Centrului de Consiliere și Orientare în Carieră offered by UPB
Romania	Centrul de Psihoterapie COGNITROM
Cyprus	UNIC- Centre for therapy, training and research-
Cyprus	European University-Cyprus, Medical School
Cyprus	Cyprus University of Technology - Center of student counseling
Cyprus	University of Cyprus- Mental health center
Cyprus	Frederick University counseling center

Showing 1 to 10 of 113 entries

Burnout web platform (cont.)

FAQs



What is burnout?



Who can develop burnout?



What is the risk of burnout in the medical profession?



What are the signs that someone may be developing burnout?



How do you know if you are at risk of developing burnout?

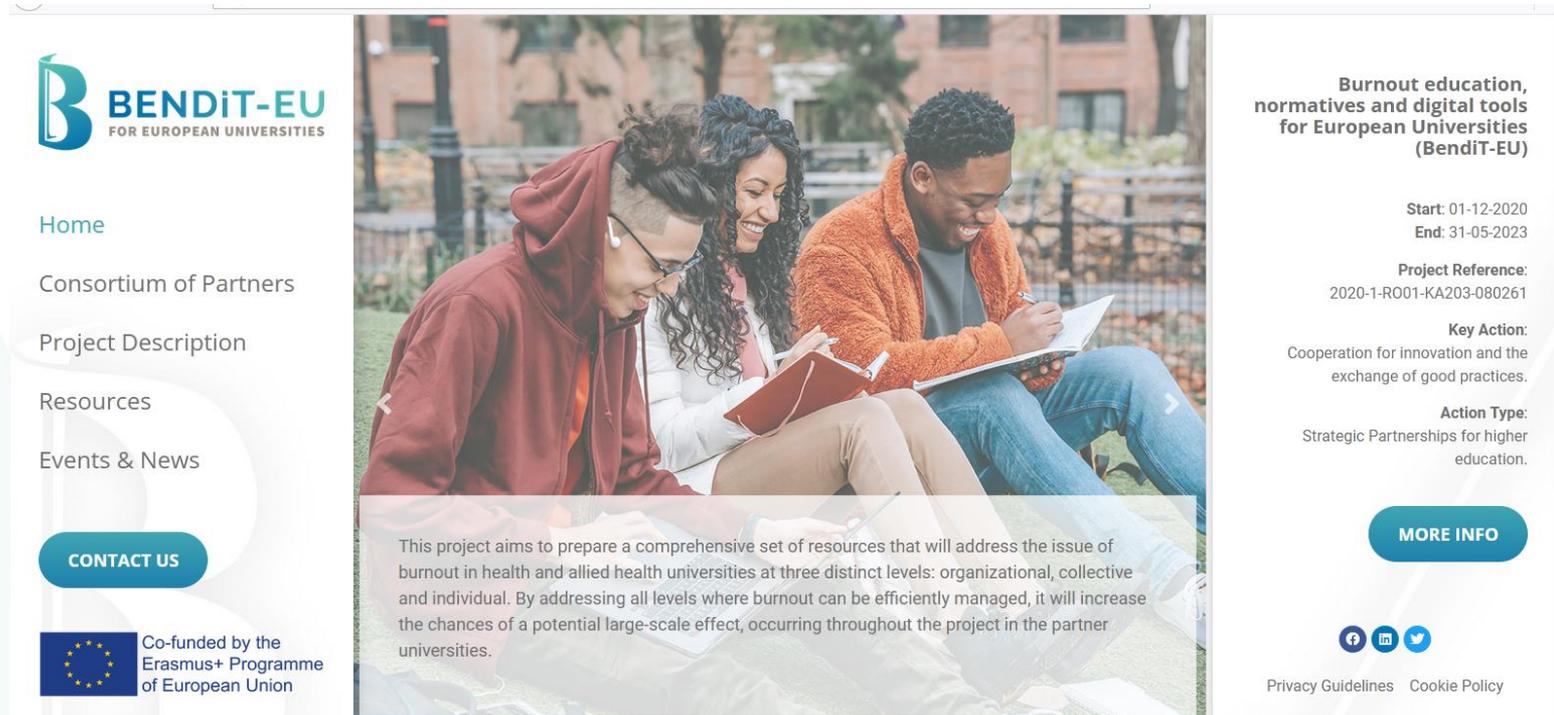


People can have different resistance to stress. How can we know if we have good premises to prevent burnout?



Where can you find more information?

www.bendit-eu.eu



The screenshot shows the BENDIT-EU website project page. On the left is a navigation menu with links: Home, Consortium of Partners, Project Description, Resources, and Events & News. Below the menu is a 'CONTACT US' button and a logo indicating it is co-funded by the Erasmus+ Programme of the European Union. The main content area features a large image of three students sitting on the grass, looking at a notebook. Below the image is a text block describing the project's aim to address burnout in health and allied health universities. To the right of the image is a sidebar with project details: title, start/end dates, project reference, key action, and action type. At the bottom of the sidebar are social media icons for Facebook, LinkedIn, and Twitter, along with links to Privacy Guidelines and Cookie Policy.

BENDIT-EU
FOR EUROPEAN UNIVERSITIES

Home
Consortium of Partners
Project Description
Resources
Events & News

CONTACT US

Co-funded by the
Erasmus+ Programme
of European Union

**Burnout education,
normatives and digital tools
for European Universities
(BendiT-EU)**

Start: 01-12-2020
End: 31-05-2023

Project Reference:
2020-1-R001-KA203-080261

Key Action:
Cooperation for innovation and the
exchange of good practices.

Action Type:
Strategic Partnerships for higher
education.

MORE INFO

[Privacy Guidelines](#) [Cookie Policy](#)

This project aims to prepare a comprehensive set of resources that will address the issue of burnout in health and allied health universities at three distinct levels: organizational, collective and individual. By addressing all levels where burnout can be efficiently managed, it will increase the chances of a potential large-scale effect, occurring throughout the project in the partner universities.



Subscribe to the newsletter of the project

Where can you find more information?

Facebook



BENDiT-EU

★ 5 (1 recenzie) · Organizație comunitară

Urmărești

Acasă Recenzii Clipuri video Mai multe ▾

👍 Îți place

💬 Mesaj

🔍

⋮

Despre

Vezi tot

📄 Burnout Education, Normatives and Digital Tools for European Universities is a strategic partnership of European universities for the prevention, diag... Vezi mai mult

👍 100 persoane apreciază asta, inclusiv 12 dintre prietenii tăi



✔️ 108 persoane urmăresc asta

🌐 <https://www.benditeu.eu/>

✉️ Trimite mesaj

✉️ benditeu@gmail.com

📁 Organizație comunitară



Creează o postare



Foto/video



Vizită



Etichetează prieteni



BENDiT-EU

4 martie · 🌐

The impact of BENDiT-EU ecosystem is raising, we continue to explore, learn and solve!

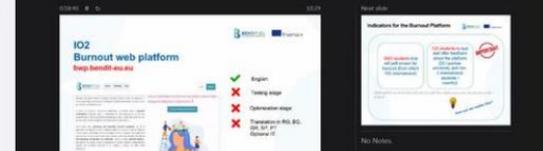
For two days BENDiT-EU partners communicated and engaged resources and efforts to connect, share and continuously improve project work on prevention and treatment of burnout syndrome at the academic environment.

24th-25th February 2022 - BENDiT-EU transnational partnership meeting



Fotografii

Vezi tot



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Thank you for your attention!

Discussion

Contact info: raluca.gheorghe@umfcd.ro