Tired of Being Tired: Identifying and Combatting Teacher Burnout

Presented by Shywanda Moore, Shelton State Community College
This session follows one instructor's career introspection and the lessons and tips learned to identify and combat the effects of teacher burnout.

Did you know ......
“According to studies, most teachers experience job stress at least two to four times a day, with more than 75 percent of teachers’ health problems attributed to stress.” (Rosales, 2016)
What do you already know about teacher burnout?

- I really want your input........

Did you know.....

- Studies show that teachers perform best after being in the classroom for at least five years. (Smollin, 2011).

- Now let’s figure out why we don’t all get there.....
What is Teacher Burnout?

a state characterized by "the depletion of emotional reserves (emotional exhaustion), an increasingly cynical and negative approach towards others (depersonalization) and a growing feeling of work-related dissatisfaction.” (Reisz, 2011)

Characteristics of Teacher Burnout

This is an amalgamation of articles read. Keep in mind that this happens over time (not in 1 day, 1 week, or 1 semester)...

- feel run down and drained of physical or emotional energy
- prone to negative thinking about your job
- you find yourself getting easily irritated by small problems, or by your co-workers and team

You start off on fire but the fire begins to burn out....
Characteristics of Teacher Burnout, cont’d.

- you feel that you are not getting what you want out of your job
- you become frustrated with parts of your job
- teaching courses the same way because doing things differently seems like too much work
- (Elias, 2012)

So what are some of the causes of teacher burnout?

Causes of teacher burnout fall into three categories:
1. Demographics
2. Job-related
3. Personal
Causes of Teacher Burnout – Demographics Related

• **Age** – The younger you are the more likely you are to experience burnout...
  • Why do you think?
  • What can be done to address this?

• **Gender**
  • Men and women exhibit burnout differently
    • Men – depersonalization
    • Women – emotional exhaustion
    • Why do you think?

Reisz (2011)

Causes of Teacher Burnout – Job Related

• **Students**
  • What specifically about students?
    • “the increase in under-prepared students coupled with student expectations of high grades” (Clagett, 1980).

• **Boredom**
  • *Each day Feels like the movie “Groundhog Day”*. *
  • How do we combat this?

• **Interpersonal Conflict**
  • Faculty, administrators
  • How do we combat this?
    • “Not my circus, not my monkeys”
Causes of Teacher Burnout – Job Related, cont’d

Quantity of work
• The art of the word “no”
  • Any other ways to combat this?

Causes of Teacher Burnout – Personal
• **Being an introvert?**
  • Constant social / collaborative overload psychologically exhausting to introverts (Godsey, 2016)
    • How to deal with this?
      • Find your happy place…..
  • Lack of Exercise and other Stress Relieving Activities
    • How to deal with these?
  • Personal Life Difficulties (Family, Money, Finances)
My students need me to be my best me....

“Burned out teachers leads to burned up students”. (Elias, 2012).

“Working with students is often an endurance event with high potential for burnout. We need to be in great shape physically, emotionally and intellectually to do our best work.” (McKinney, 2016)

References


References

