

maslach burnout

maslach burnout is a term that has become increasingly significant in the realms of psychology, human resources, and workplace health. Developed by Christina Maslach, the Maslach Burnout Inventory (MBI) provides a scientific framework for understanding and measuring burnout among professionals. This comprehensive article explores the origins and components of maslach burnout, its impact on individuals and organizations, the factors contributing to its onset, and effective strategies for prevention and recovery. By examining the latest research and practical insights, readers will gain a deeper understanding of how maslach burnout affects well-being, productivity, and organizational culture. The article covers the development of the Maslach Burnout Inventory, symptoms and warning signs, risk factors, and evidence-based prevention methods—all crucial for anyone seeking to maintain a healthy work-life balance or support others in high-stress environments.

- Understanding Maslach Burnout: Definition and Origins
- Key Dimensions of Maslach Burnout
- Symptoms and Warning Signs of Burnout
- Risk Factors and Causes
- Impact on Individuals and Organizations
- Prevention and Recovery Strategies
- Role of the Maslach Burnout Inventory (MBI)

Understanding Maslach Burnout: Definition and Origins

Maslach burnout refers to a psychological syndrome that arises in response to chronic workplace stress. It was first conceptualized in the late 1970s by Christina Maslach, a pioneering researcher in occupational health. The phenomenon is characterized by emotional exhaustion, depersonalization, and a reduced sense of personal accomplishment. Initially studied among healthcare workers and educators, maslach burnout is now recognized across a wide range of professions. The term has become central to discussions about occupational stress and employee well-being.

The origin of maslach burnout lies in extensive research into the negative effects of prolonged stress in people-oriented settings. Christina Maslach's

work led to the development of the Maslach Burnout Inventory, which remains the most widely used instrument for assessing burnout. Maslach's model emphasizes that burnout is not just a personal issue but also a systemic problem rooted in workplace culture, organizational demands, and social support networks.

Key Dimensions of Maslach Burnout

The concept of maslach burnout is defined by three core dimensions. Understanding these dimensions is essential for identifying, assessing, and addressing burnout in professional settings.

Emotional Exhaustion

Emotional exhaustion is the central component of maslach burnout. It refers to feelings of being emotionally depleted and drained by one's work. Individuals experiencing emotional exhaustion often report fatigue, lack of energy, and difficulty recovering from daily stressors. This dimension is closely linked to high job demands and insufficient resources.

Depersonalization

Depersonalization, sometimes called cynicism, involves developing a distant or negative attitude toward one's work or the people one serves. Workers may begin to see clients, patients, or colleagues as objects rather than individuals, leading to reduced empathy and compassion. This aspect of maslach burnout is particularly common among professionals in caregiving or customer-facing roles.

Reduced Personal Accomplishment

The third dimension, reduced personal accomplishment, describes a decline in one's sense of competence and achievement at work. Those affected may feel their efforts are ineffective or unappreciated. This can result in decreased motivation, self-esteem, and overall job satisfaction.

Symptoms and Warning Signs of Burnout

Recognizing the symptoms and warning signs of maslach burnout is crucial for early intervention. Burnout can manifest in physical, emotional, and

behavioral ways, making it important to be vigilant for changes in oneself or colleagues.

- Chronic fatigue and low energy
- Increased irritability or mood swings
- Frequent headaches or physical complaints
- Difficulty concentrating or forgetfulness
- Withdrawal from social or professional interactions
- Reduced performance and productivity
- Feelings of helplessness or hopelessness

These symptoms can vary in intensity and may develop gradually over time. Early recognition allows for timely support and intervention.

Risk Factors and Causes

Maslach burnout is influenced by a combination of individual, organizational, and environmental factors. Understanding these risk factors helps organizations and individuals take preventive action.

Occupational Factors

Certain professions are at a higher risk for Maslach burnout due to the nature of the work. Healthcare providers, teachers, social workers, and emergency responders are particularly vulnerable because their roles often involve high emotional demands and frequent exposure to stressful situations.

Organizational Culture

Workplaces that lack supportive leadership, clear communication, and opportunities for professional development tend to foster burnout. High workloads, unrealistic expectations, and poor work-life balance are common contributors. An unsupportive environment can exacerbate stress and reduce resilience.

Individual Traits

Personal characteristics such as perfectionism, low coping skills, or limited social support can increase susceptibility to maslach burnout. Individuals who have difficulty setting boundaries or managing stress may be more affected by workplace challenges.

Impact on Individuals and Organizations

The consequences of maslach burnout extend beyond the individual, affecting teams, organizations, and even the broader society. Burnout leads to decreased productivity, higher absenteeism, and increased turnover rates. Employees experiencing burnout are also more likely to make errors, which can compromise quality and safety in critical fields like healthcare.

On a personal level, maslach burnout can result in physical health problems, such as sleep disorders, cardiovascular issues, and weakened immune function. It may also contribute to mental health challenges, including anxiety, depression, and substance abuse. The organizational impact is seen in increased costs, reduced morale, and a negative workplace culture.

Prevention and Recovery Strategies

Addressing maslach burnout requires a multi-level approach. Prevention and recovery strategies can be implemented by organizations and individuals to reduce risk and promote well-being.

Organizational Strategies

- Promote work-life balance by encouraging flexible schedules and reasonable workloads
- Provide access to mental health resources and employee assistance programs
- Foster supportive leadership and open communication
- Recognize and reward employee achievements
- Offer opportunities for professional growth and development

Individual Strategies

- Practice stress management techniques such as mindfulness meditation and regular exercise
- Set clear boundaries between work and personal life
- Seek social support from colleagues, friends, and family
- Develop effective time management skills
- Engage in activities that promote relaxation and personal fulfillment

Professional Support

In cases of severe maslach burnout, professional intervention may be necessary. Counseling, therapy, or coaching can help individuals develop coping strategies and address underlying issues. Organizations may also benefit from consulting experts in occupational health to assess risk and implement effective policies.

Role of the Maslach Burnout Inventory (MBI)

The Maslach Burnout Inventory is the gold standard for measuring burnout among professionals. Developed by Christina Maslach and Susan E. Jackson, the MBI assesses the three core dimensions: emotional exhaustion, depersonalization, and personal accomplishment. It is widely used in research, organizational assessments, and clinical settings.

The MBI consists of a series of questions designed to evaluate the frequency and intensity of burnout symptoms. Results help organizations identify high-risk groups, tailor interventions, and track the effectiveness of prevention programs. By systematically measuring maslach burnout, workplaces can prioritize employee well-being and create healthier, more productive environments.

Q: What is maslach burnout?

A: Maslach burnout is a psychological syndrome arising from chronic workplace stress, characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment. It is measured using the Maslach Burnout Inventory and is recognized as a major occupational health concern.

Q: Who developed the Maslach Burnout Inventory?

A: The Maslach Burnout Inventory was developed by Christina Maslach and Susan E. Jackson. It is the most widely used tool for assessing burnout among professionals.

Q: What are the three dimensions of maslach burnout?

A: The three dimensions of maslach burnout are emotional exhaustion, depersonalization (cynicism), and reduced personal accomplishment.

Q: Which professions are most at risk for maslach burnout?

A: Professions at high risk for maslach burnout include healthcare providers, teachers, social workers, emergency responders, and other roles involving intense interpersonal demands and chronic stress.

Q: What are common symptoms of maslach burnout?

A: Common symptoms include chronic fatigue, irritability, headaches, difficulty concentrating, withdrawal from social interactions, reduced performance, and feelings of hopelessness.

Q: How can organizations prevent maslach burnout?

A: Organizations can prevent maslach burnout by promoting work-life balance, providing mental health resources, fostering supportive leadership, recognizing achievements, and offering professional development opportunities.

Q: What individual strategies help reduce burnout risk?

A: Effective individual strategies include practicing stress management, setting boundaries, seeking social support, improving time management, and engaging in relaxing or fulfilling activities.

Q: How is maslach burnout measured?

A: Maslach burnout is measured using the Maslach Burnout Inventory, which assesses the frequency and severity of symptoms across the three core dimensions.

Q: Can maslach burnout lead to physical health problems?

A: Yes, maslach burnout can contribute to physical health issues such as sleep disorders, cardiovascular problems, and weakened immune function, in addition to mental health challenges.

Q: Is professional help recommended for severe burnout?

A: Professional help, such as counseling or therapy, is recommended for severe burnout cases. Occupational health experts can also assist organizations in developing effective prevention and recovery programs.

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Maslach Burnout: Understanding and Addressing This Workplace Epidemic

Are you feeling perpetually exhausted, cynical, and ineffective at work? Do you dread Mondays and find it increasingly difficult to engage with your job? You might be experiencing Maslach burnout. This isn't just feeling tired; it's a state of emotional, physical, and mental exhaustion caused by prolonged or excessive stress. This comprehensive guide will delve into the intricacies of Maslach burnout, exploring its causes, symptoms, consequences, and, crucially, how to mitigate its effects and prevent its onset. We'll equip you with the knowledge to recognize burnout in yourself and others, and provide practical strategies for regaining your well-being.

What is Maslach Burnout?

The term "Maslach burnout" is named after Christina Maslach, a prominent psychologist who developed a widely accepted model for understanding this phenomenon. Maslach's Burnout Inventory (MBI) is the gold standard for assessing burnout, measuring three key dimensions:

1. Emotional Exhaustion:

This refers to the feeling of being emotionally drained and depleted. You might find yourself emotionally numb, irritable, and lacking the energy to cope with the demands of your job.

2. Depersonalization/Cynicism:

This involves developing negative, detached, and cynical attitudes towards your work, colleagues, or clients. You might feel emotionally detached from your work or become overly critical and apathetic.

3. Reduced Personal Accomplishment:

This refers to a sense of incompetence and lack of achievement in your work. You might feel like you're not making a difference, experiencing a decline in your productivity, and questioning your abilities.

It's crucial to understand that experiencing some exhaustion or cynicism occasionally is normal. Maslach burnout is characterized by the persistence and severity of these symptoms, significantly impacting your overall well-being and professional life.

Causes of Maslach Burnout:

Several factors contribute to the development of Maslach burnout. These often intertwine and vary depending on individual circumstances and workplace environments. Key contributing factors include:

1. Excessive Workload:

Constantly working long hours, feeling overwhelmed by tasks, and facing unrealistic deadlines are significant contributors.

2. Lack of Control:

Feeling powerless to influence decisions that impact your work, lacking autonomy, and experiencing micromanagement can lead to burnout.

3. Insufficient Reward:

A lack of recognition, appreciation, and fair compensation can leave individuals feeling undervalued and demotivated.

4. Unfair Treatment:

Experiencing discrimination, harassment, or bullying in the workplace can significantly increase the risk of burnout.

5. Lack of Social Support:

Insufficient support from colleagues, supervisors, or a lack of a strong social network at work can

exacerbate stress and lead to burnout.

Consequences of Maslach Burnout:

Ignoring the warning signs of Maslach burnout can have severe consequences, impacting both your personal and professional life. These can include:

Physical health problems: Increased risk of cardiovascular disease, weakened immune system, gastrointestinal issues, and sleep disturbances.

Mental health issues: Anxiety, depression, increased risk of substance abuse.

Reduced job performance: Decreased productivity, increased errors, absenteeism, and ultimately job loss.

Strained relationships: Burnout can spill over into personal relationships, leading to conflict and isolation.

Preventing and Addressing Maslach Burnout:

Preventing and addressing Maslach burnout requires a multifaceted approach involving individual strategies and organizational changes.

Individual Strategies:

Prioritize self-care: Engage in regular exercise, maintain a healthy diet, get enough sleep, and practice mindfulness or relaxation techniques.

Set boundaries: Learn to say "no" to additional tasks when you're already overwhelmed.

Time management techniques: Implement effective time management strategies to improve your productivity and reduce stress.

Seek support: Talk to trusted friends, family, or a therapist about your struggles.

Organizational Strategies:

Promote a healthy work-life balance: Encourage employees to take breaks, use vacation time, and disconnect after work hours.

Provide adequate resources and support: Ensure employees have the tools, training, and support they need to succeed.

Foster a positive and supportive work environment: Create a culture of respect, recognition, and teamwork.

Implement stress management programs: Offer workshops, counseling services, or other resources to help employees manage stress.

Conclusion:

Maslach burnout is a serious issue with far-reaching consequences. By understanding its causes, symptoms, and potential impact, both individuals and organizations can take proactive steps to prevent its development and mitigate its effects. Prioritizing well-being, setting realistic expectations, and fostering a supportive work environment are crucial in creating a healthier and more productive workplace for everyone.

FAQs:

1. Is Maslach burnout a diagnosable medical condition? No, Maslach burnout isn't a clinical diagnosis in the DSM-5 or ICD-11, but it's a recognized syndrome that significantly impacts mental and physical health. It often overlaps with conditions like depression and anxiety.
2. Can Maslach burnout be treated? Yes, burnout is treatable. Therapy, lifestyle changes, stress management techniques, and addressing workplace issues can all contribute to recovery.
3. How can I tell if I'm experiencing Maslach burnout, or just feeling stressed? The key difference lies in the persistence and intensity of symptoms. Occasional stress is normal, but burnout is characterized by prolonged exhaustion, cynicism, and a sense of reduced accomplishment affecting multiple areas of your life.
4. Is Maslach burnout more prevalent in certain professions? Yes, professions with high demands, long hours, and limited control (e.g., healthcare, education, social work) are often associated with higher rates of burnout.
5. What role does the workplace play in preventing Maslach burnout? A significant role. Organizations need to prioritize employee well-being, create supportive cultures, and address systemic issues that contribute to stress and overload. This includes fair compensation, reasonable workloads, and opportunities for growth and development.

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important to take a systemic approach to address burnout that focuses on the structure, organization, and culture of health care. *Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being* builds upon two groundbreaking reports from the past twenty years, *To Err Is Human: Building a Safer Health System* and *Crossing the Quality Chasm: A New Health System for the 21st Century*, which both called attention to the issues around patient safety and quality of care. This report explores the extent, consequences, and contributing factors of clinician burnout and provides a framework for a systems approach to clinician burnout and professional well-being, a research agenda to advance clinician well-being, and recommendations for the field.

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eminent researchers in this field, the book examines a range of topics including: The links between burnout and health How our individual relationships at work can affect levels of burnout The role of leadership in mediating or causing burnout The strategies that individuals can pursue to avoid burnout, as well as wider interventions. The book will be required reading for anyone studying organizational or occupational psychology, and will also interest students of business and management, and health psychology.

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Burnout is rampant. Recognize the signs and make the right changes. The always-on workplace and increasing pressures are leading to a high rate of burnout. Unmanaged, chronic work stress doesn't just lead to lower productivity and negative emotions—it can have dire personal and professional consequences. Are you and your team at risk? The HBR Guide to Beating Burnout provides practical tips and advice to help you, your team, and your organization navigate the perils of burnout and rediscover healthy engagement at work. You'll learn how to: Understand the difference between normal stress and burnout Keep your passion for work from leading to burnout Avoid working from home burnout Protect your high performers from burnout Help prevent burnout on your team—even if you're burned out Bounce back and regain your productivity and effectiveness Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

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strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design, structure, culture, leadership theory, and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross-cultural approaches to examine recent issues concerning race, ethnicity, and gender reevaluates value standards and paradigms of change in OB investigates cross-national examples of OB development, including case studies from the United States and India and much more! Written by 45 worldwide specialists and containing over 3500 references, tables, drawings, and equations, the Handbook of Organizational Behavior, Second Edition is a definitive reference for public administrators, consultants, organizational behavior specialists, behavioral psychologists, political scientists, and sociologists, as well as a necessary and worthwhile text for upper-level undergraduate and graduate students taking organizational behavior courses in the departments of public administration, psychology, management, education, and sociology.

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experience to propose new ways for resisting our cultural obsession with work and transforming our vision of human flourishing. Burnout has become our go-to term for talking about the pressure and dissatisfaction we experience at work. But in the absence of understanding what burnout means, the discourse often does little to help workers who suffer from exhaustion and despair. Jonathan Malesic was a burned out worker who escaped by quitting his job as a tenured professor. In *The End of Burnout*, he dives into the history and psychology of burnout, traces the origin of the high ideals we bring to our jobs, and profiles the individuals and communities who are already resisting our cultural commitment to constant work. In *The End of Burnout*, Malesic traces his own history as someone who burned out of a tenured job to frame this rigorous investigation of how and why so many of us feel worn out, alienated, and useless in our work. Through research on the science, culture, and philosophy of burnout, Malesic explores the gap between our vocation and our jobs, and between the ideals we have for work and the reality of what we have to do. He eschews the usual prevailing wisdom in confronting burnout ("Learn to say no!" "Practice mindfulness!") to examine how our jobs have been constructed as a symbol of our value and our total identity. Beyond looking at what drives burnout—unfairness, a lack of autonomy, a breakdown of community, mismatches of values—this book spotlights groups that are addressing these failures of ethics. We can look to communities of monks, employees of a Dallas nonprofit, intense hobbyists, and artists with disabilities to see the possibilities for resisting a "total work" environment and the paths to recognizing the dignity of workers and nonworkers alike. In this critical yet deeply humane book, Malesic offers the vocabulary we need to recognize burnout, overcome burnout culture, and acknowledge the dignity of workers and nonworkers alike.

maslach burnout: Embracing Complexity in Health Joachim P. Sturmberg, 2019-05-16 This detailed volume illustrates the transformative nature of systems and complexity sciences for practice, research, education, and health system organization. Researchers highlight the fresh perspectives and novel approaches offered by these interdisciplinary fields in addressing the complexities of global, national, and community health challenges in the 21st century. With the implications that these emerging fields hold for health still relatively underexplored, researchers from a wide variety of disciplines, including physiological, social, environmental, clinical, prevention, educational, organizational, finance, and policy domains, aim in this book to suggest future directions in health care and highlight recent advances in basic and clinical physiology, education, policy-making, and leadership. Among the topics discussed: Impact of genomic heterogeneity on bio-emergent properties Harnessing Big Data to improve health services Decision-making of women in violent relationships Co-producing healthcare interventions A socio-ecological solution to physician burnout *Embracing Complexity in Health: The Transformation of Science, Practice, and Policy* is a highly relevant resource to practitioners in the field, students, instructors, and policy makers, and also should find an engaged audience among health and disease researchers, healthcare planners, health system financiers, health system administrators, health services administrators, health professional educators, and other health professionals. The trans- and interdisciplinary natures of health and health care are fostering a broad discourse amongst all concerned with improving patient care in an equitable and sustainable way.

maslach burnout: From Work-Family Balance to Work-Family Interaction Diane F. Halpern, Susan Elaine Murphy, 2013-06-17 There are many lessons to be learned about work-family interaction. It is clear that some people have learned how to combine work and family in ways that are mutually supporting—at least much of the time—and some employers have created work environments and policies that make positive interdependence of these two spheres more likely to occur. This book discusses measures of work-family, conflict, policies designed to reduce conflict, comparisons with other industrialized nations, and reasons why family-friendly work-policies have not been adopted with enthusiasm. The purpose is to consider a broad range of topics that pertain to work and family with the goal of helping employers and working families understand the work-life options that are available so they can make choices that offer returns-on-investments to employers, families, and society at large that are consistent with personal and societal values. This book brings

together a superb panel of experts from different disciplines to look at work and family issues and the way they interact. Part I is an overview--with a brief discussion by a psychologist, economist, and a political scientist--each of whom provide their own interpretation of how their discipline views this hybrid field. Part II considers the business case of the question of why employers should invest in family-friendly work policies, followed by a section on the employer response to work family interactions. Families are the focus of the Part IV, followed by a look at children--many of whom are at the heart of work and family interaction.

maslach burnout: International Handbook of Teachers and Teaching Bruce J. Biddle, T.L. Good, I. Goodson, 2013-11-11 Recent years have generated a huge increase in the number of research and scholarly works concerned with teachers and teaching, and this effort has generated new and important insights that are crucial for understanding education today. This handbook provides a host of chapters, written by leading authorities, that review both the major traditions of work and the newest perspectives, concepts, insights, and research-based knowledge concerned with teachers and teaching. Many of the chapters discuss developments that are international in scope, but coverage is also provided for education in a number of specific countries. Many chapters also review contemporary problems faced by educators and the dangers posed by recent, politically-inspired attempts to 'reform' schools and school systems. The Handbook provides an invaluable resource for scholars, teacher-educators, graduate students, and all thoughtful persons concerned with the best thinking about teachers and teaching, current problems, and the future of education.

maslach burnout: Essential Notes in Psychiatry Victor Olisah, 2012-04-27 Psychiatry is one of the major specialties of medicine, and is concerned with the study and treatment of mental disorders. In recent times the field is growing with the discovery of effective therapies and interventions that alleviate suffering in people with mental disorders. This book of psychiatry is concise and clearly written so that it is usable for doctors in training, students and clinicians dealing with psychiatric illness in everyday practice. The book is a primer for those beginning to learn about emotional disorders and psychosocial consequences of severe physical and psychological trauma; and violence. Emphasis is placed on effective therapies and interventions for selected conditions such as dementia and suicide among others and the consequences of stress in the workplace. The book also highlights important causes of mental disorders in children.

maslach burnout: Leading Well in Times of Disruption Joseph W. Handley Jr., Gideon Para-Mallam, Asia Williamson, 2024-08-31 In today's world, as we experience global pandemics, economic disparity, and large-scale wars, the importance of good leadership has never been so vital. Good and effective Christian leadership is paramount to today's missions strategy, but during these times of crisis it is clear many mission organizations are falling short. Leading Well in Times of Disruption seeks to understand and address the key shortcomings, and to provide a roadmap for leaders in global mission. Leadership development must not simply produce knowledgeable individuals, excellent in skill and technique, but those who are also Christ-like in character. In this essential work, seasoned leadership development specialists and practitioners from around the world offer comprehensive insights rooted in the gospel, to provide practical, actionable guidance for mission leaders, to transform the world around them.

maslach burnout: Handbook of Organizational Behavior, Revised and Expanded Robert T. Golembiewski, 2000-10-24 Building upon the strengths of the first edition while continuing to extend the influence and reach of organizational behavior (OB), the Second Edition of this groundbreaking reference/ text analyzes OB from a business marketing perspective-offering a thorough treatment of central, soon-to-be central, contiguous, and emerging topics of OB to facilitate greater viability and demand of OB practice. New edition incorporates more comparative perspectives throughout! Contributing to the dynamic, interdisciplinary state of OB theory and practice, the Handbook of Organizational Behavior, Second Edition comprehensively covers strategic and critical issues of the OB field with descriptive analyses and full documentation details the essential principles defining core OB such as organizational design, structure, culture,

leadership theory, and risk taking advances solutions to setting operational definitions throughout the field comparatively discusses numerous situations and variables to provide clarity to mixed or inconclusive research findings utilizes cross-cultural approaches to examine recent issues concerning race, ethnicity, and gender reevaluates value standards and paradigms of change in OB investigates cross-national examples of OB development, including case studies from the United States and India and much more! Written by 45 worldwide specialists and containing over 3500 references, tables, drawings, and equations, the Handbook of Organizational Behavior, Second Edition is a definitive reference for public administrators, consultants, organizational behavior specialists, behavioral psychologists, political scientists, and sociologists, as well as a necessary and worthwhile text for upper-level undergraduate and graduate students taking organizational behavior courses in the departments of public administration, psychology, management, education, and sociology.

maslach burnout: Well-Being of School Teachers in Their Work Environment Caterina Fiorilli, Wong Yau Ho Paul, Simona De Stasio, Florencio Vicente Castro, Paula Benevene, 2020-10-09 This eBook is a collection of articles from a Frontiers Research Topic. Frontiers Research Topics are very popular trademarks of the Frontiers Journals Series: they are collections of at least ten articles, all centered on a particular subject. With their unique mix of varied contributions from Original Research to Review Articles, Frontiers Research Topics unify the most influential researchers, the latest key findings and historical advances in a hot research area! Find out more on how to host your own Frontiers Research Topic or contribute to one as an author by contacting the Frontiers Editorial Office: frontiersin.org/about/contact.

maslach burnout: Handbook of Sport Psychology Gershon Tenenbaum, Robert C. Eklund, 2020-03-31 4. Auflage dieses Klassikers und führenden Referenzwerks aus dem Bereich Sport-, Bewegungs- und Leistungspsychologie Die vollständige neue Ausgabe des Handbook of Sports Psychology, jetzt in 2 Bänden und mit unzähligen neuen Kapitel renommierter Wissenschaftler des Fachgebiets, greift auf eine Riege von Experten und Wissenschaftlern zurück, die ihr Wissen nach dem neuesten Forschungsstand in diesem gründlichen und zugänglichen Referenzwerk zusammenfassen. Die Publikation wird auch von der International Society of Sport Psychology unterstützt und ist eine unschätzbare Quelle für theoretische und praktische Informationen, mit denen sich die Rolle der Psychologie im Zusammenhang mit Sport, Bewegung und Leistung besser verstehen lässt und die zeigen, wie dieses Verständnis für die Ergebnisverbesserung in der Praxis Anwendung findet. Die 4. Auflage des Handbook of Sports Psychology präsentiert in acht Abschnitten neue Informationen zu neuen Gebieten, wie Achtsamkeit, Hirnkartierung, Selbstbewusstsein, mentale Stärke, und behandelt Spezialthemen wie Geschlecht, kulturelle Diversität, Sportler mit Behinderungen, Alkohol und Drogen im Sport. Darüber hinaus werden klassische Themen erörtert, z. B. Motivationsauslöser für sportliche Leistungen, Druck als Ansporn, Topathleten und ihr Umgang mit Führungsrollen, Bedeutung von mentalem Training, Umgang mit Verletzungen u.v.m. - 4. Auflage dieses einflussreichen Referenzwerks der Sportpsychologie. - Neue Inhalte, u. a. Achtsamkeit in der Sport- und Bewegungspsychologie, Ethik, mentale Stärke, Sportsozialisierung, Einsatz von Brain-Technologien in der Praxis. - Unterstützt von der International Society of Sport Psychology (ISSP). Die 4. Auflage des Handbook of Sports Psychology ist ein Muss für Studenten und Praktiker, die sich für Sportpsychologie interessieren.

maslach burnout: *Interprofessional Collaboration for Women's Health Issues, An Issue of Obstetrics and Gynecology Clinics* William F. Rayburn, Bob Silver, 2021-02-09 Consulting Editor, Dr. William Rayburn, is serving as Guest Editor for this special issue of Obstetrics and Gynecology Clinics devoted to Interprofessional Collaboration for Select Women's Health Issues. Articles deal with the spectrum of disciplines in response to failures of interprofessional collaboration that resulted in compromises to patient quality and safety. Systematic reviews have shown that this type of learning has led to positive outcomes in relation to participant's reactions, attitudes, knowledge/skill, behaviors, and practice, as well as patient benefits. Articles in this issue are specifically devoted to the following topics: Reproductive Rights and Women's Mental Health:

Essential Information for the Ob/Gyn; Goals for Collaborative Management of Obstetric Hemorrhage; Role of Lipid Management in women's Health Preventative Care; Stroke in Pregnancy: An Update; Treatment of Viral Infections During Pregnancy; Benign Uterine Disease: The Added Role of Imaging; Racial Differences in Pregnancy-Related Morbidity and Mortality; Psychiatric Medication Use in Pregnancy and Breastfeeding; Neuroimaging During Pregnancy and the Postpartum Period; The Midlife Transition, Depression and Its Clinical Management; and Burnout in Obstetricians-Gynecologists: Its Prevalence, Identification, Prevention, and Reversal. Readers will come away with the information needed to improve patient outcomes while aiming toward goals like interprofessional faculty development that result in reducing feelings of isolation, developing a more collaborative approach, and providing opportunities to share knowledge, experiences, and ideas.

maslach burnout: *Research Companion to Organizational Health Psychology*

Alexander-Stamatios G. Antoniou, Cary L. Cooper, 2005-01-01 The rapid and sweeping changes in the economy, technology, work practices and family structures mean that organizational health psychology has never been so essential for understanding stress in the workplace. This timely Research Companion is essential reading to advance the understanding of healthy behaviors within working environments and to identify problems which can be the cause of illness. Containing both theoretical and empirical contributions written by distinguished academics working in Europe, North America and Australia, the book covers leading edge topics ranging from current theories of stress, stress management, and stress in specific occupational groups, such as doctors and teachers, to the relationship of stress with well-being. It provides systematic approaches towards practical actions and stress interventions in working environments and a solid theoretical framework for future research. It will be an essential companion to research on psychology and medicine as well as stress.

maslach burnout: New Perspectives on Applied Industrial Tools and Techniques Jorge

Luis García-Alcaraz, Giner Alor-Hernández, Aidé Aracely Maldonado-Macías, Cuauhtémoc Sánchez-Ramírez, 2017-06-15 This book disseminates the current trends among innovative and high-quality research regarding the implementation of conceptual frameworks, strategies, techniques, methodologies, informatics platforms and models for developing advanced industrial tools and techniques and their application in different fields. It presents a collection of theoretical, real-world and original research works in the field of applied industrial tools and techniques. The text goes beyond the state-of-the-art in the field of industrial and software engineering, listing successful applications and use cases of studies of new approaches, applications, methods, techniques for developing advanced industrial tools, methodologies and techniques and their application in different fields. The topics covered in this book are of interest to academics, researchers, students, stakeholders and consultants.

maslach burnout: Dark Sides of Organizational Life H. Cenk Sözen, H. Nejat Basım,

2023-04-28 Exploring the darkest side of organizations may have a potential to change our previous assumptions about business life. Scholars both in management and organizational research fields have shown interest in the bright side of behavioral life and have looked for the ways to create a positive organizational climate and assumed a positive relation between happiness of employees and productivity. These main assumptions of the Human Relations School have dominated the scientific inquiry on organizational behavior. However, the dark side of organizational life may have more explanatory power than the bright side. Hostility, jealousy, envy, rivalry, gossip, problematic personalities, dislike, revenge, and social exclusion are the realities of business life. A manager may devote most of their time to cope with conflicts, deviant behaviors, ambitious individuals, gossips, and dysfunctional rivalry among employees. It is evident that negative events and interactions among employees cost more time and energy for a manager than the positive side of organizational life. This edited collection specifically focuses on these issues and will be of interest to researchers, academics, and advanced students in the fields of management, organizational studies and behavior, sociology, social psychology, and human resource management.

maslach burnout: Leading Edge Research in Cognitive Psychology Alexandra Columbus, 2006

Cognitive psychology deals with information processing, and includes a variety of thinking processes including perception, attention, memory, knowledge representation, categorisation, language, problem-solving, reasoning, and judgement. It is also concerned with the structures and representations involved in cognition. Cognitive psychology has significant applications of all areas of human endeavour. It is also the subject of intensive study when applied to health and ageing in the absence of a significant health problem as well as education and human-computer interaction. Other examples are eyewitness memory, autobiographical memory, spatial cognition, skill training, suggestibility, expertise and skilled behaviour.

maslach burnout: Psychology Serving Humanity: Proceedings of the 30th International Congress of Psychology Saths Cooper, Kopano Ratele, 2014-06-27 This is the second of two volumes collecting the key proceedings of the 30th International Congress of Psychology, the first to be held in Africa in the 123 years of its history. The theme of the conference was Psychology Serving Humanity, a recognition of psychology's unfulfilled mission in the majority world and a reflection of what that world requires from psychology. Mainstream Psychology finds its largest number of exponents and leading personalities in the high income countries of the global West. The Other Psychologies, referred to by different names, are scattered across the rest of the world. Some of the names of these other forms of Psychology include indigenous Psychology. The main driver of indigenous and other forms of non-mainstream Psychology is the endeavour to embed the discipline in the dynamics of local societies. Psychology has entered an interesting era, however. While the dominant philosophy underpinning the discipline remains Western, Psychology in the majority world in 2000s may have reached a tipping point. It took over a hundred years but the 2004 and 2012 International Congresses of Psychology held in China and South Africa heralded a newfound possibility for the discipline. There is an opening of the field to potentially new thought and forms of the practice of Psychology. These proceedings are published in the hope that all psychologists, especially those located in well-resourced institutions in the West, confront the divided reality that characterizes Psychology so as to creatively consider the opportunity opened up by the growing field at the peripheries. Care was taken when assembling both conference and proceedings to ensure that the entire international psychological community was represented. Volume One contains contributions to Majority World Psychology. Volume Two contains contributions to Western Psychology.

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