

CAUSES AND WAYS OF OVERCOMING OF PROFESSIONAL BURNOUT

Intensification of life, socio-political and socio-economic changes taking place in Ukraine today, the experts put forward new and more complex requirements, which certainly affects the psychological state causes of emotional stress, the development of a large number of occupational stress. The article gives a description of this concept as a syndrome of "Burnout" and points the ways to overcome it.

In our busy time of information glut, economic and domestic problems, unfortunately, as most psychologists point out, more people feel tired and emotional "extinct", constantly tired, like a "lost" somewhere to inherent vigor as if they left the force. At home and at work they have to do everything by force, refraining afloat with a sense of duty or economic necessity, or simply because it has already happened.

This problem of specialists of all professions that involve intensive constant communication with people. It should be analyzed in detail the basic concept of "stress", "professional stress" syndrome and "Burnout."

The term "stress" is analyzed as a reaction, which is expressed in a state of tension, depression, and there is a person under the pressure of extreme exposure. We emphasize that stress is a complex process that includes both physiological and psychological components. The term "professional stress" is defined by us as a multidimensional phenomenon, which is expressed in physiological and psychological reactions to difficult professional situation. The analysis approaches to study syndrome "Burnout" (A. Vyday, S. Jackson, L. Karamushka, N. Levitska, G. Lozhkin, K. Maslach, L. Malets, V. Orel, M. Smulson, T. Formanyuk, H. Freydenberher) this syndrome was defined as the stress response, resulting from long-term occupational stress medium intensity.

First burnout syndrome was described by American psychiatrist Freydenberher in 1974 as a special mental state of healthy people who are in intensive communication with customers, patients, and emotionally laden atmosphere in the provision of professional assistance. It is caused by prolonged participation in emotionally intense professional situations. This condition is characterized primarily for members of professions related to communication, the need to help others, compassion, solve problems for others. It is about teachers, psychologists, psychotherapists, doctors, lawyers, social workers and managers. Burnout can be considered with specific stress communication. This stress increases slowly, almost imperceptibly, but can have very negative consequences. Burnout shows a partial failure of a man to the work he performs. It happens that during the first years of work a man is happy, and he feels satisfaction from his work and its results. But after the emotional exhaustion increases, fatigue accumulates small misunderstandings with colleagues, students or customers are becoming more frequent. Then this is the work itself requires human resources are too large, excessive emotional investment. It comes exhaustion, burnout, with all its symptoms: feeling of devastation, loss of zest for life, the disappearance of interest in their relationships, their careers, and the experience of their own incompetence, constant irritation, and indifference. Burnout occurs because the overdriven person needs some way to save those few already, energy remaining. And it protects itself from depression and even more vital energy expenditure.

People, who are by nature closed, half-hearted in communication, aimed more at his own inner world, and not on others. These people are generally low self-esteem. They lack self-esteem, so they do not know how to respect others, showing rigidity and authoritarianism. Their sensitivity to the emotional states of other people or extremely low (called "thick-skinned") or too high (as they say, "naked nerves"). And if in empathy, that is compassion, no measure is not conducive to the establishment of productive contacts. There are also factors of burnout, which depend on the particular job, the status of the human collective. If a person is dissatisfied with their professional and creative perspectives, sees opportunities for career growth, if for some reason does not take, a professional company, if conflicts at work is an everyday occurrence, the risk of burnout increases. And, of course, can not exclude a role too long and heavy workload. Naturally, that raises the question: "Can you resist the burnout?" - "You can and should".

Of course, under no circumstances be canceled provided the profession attention to customers. But,

having done all that is should not exaggerate the value of its own intervention in the fate of a man who asked for help to the institution where the work needed to solve its problems specialist. People, who ask for help, lived without it and will live on. It is useful to remember that reducing self-importance, the specialist professional reduces the risk of burnout.

You must also specify the differences of professional burnout in different countries, if any.

Perhaps the difference is the speed of this dangerous and unproductive state, its "malignancy" in Ukraine. Culture attitude to the health, maintaining high productivity through intelligent load alternation, better planning of the time, ability to fully rest and recover strength so far in our country is very low. One of the reasons for the increasing spread of burnout lies here. The second reason is the conditions. The best working conditions to which the majority of local specialists, especially teachers, can only dream of, involving not only worthy, appropriate sanitary conditions, availability of modern equipment, but effective leadership style. It is possible to predict complications in the relationship between employees, particularly for schools where the vast majority of teachers - they are women, who are more vulnerable and excited, and promptly remove psychological tension in the team. It is important to remember this concept in psychology as "the prevention of conflicts." It is important to resolve the inevitable disputes at work early, so to speak, a stage that they did not degenerate into a global strife. Indeed, in such circumstances, effective work becomes extremely problematic.

Workaholic, a person usually becomes workaholic himself, with this tendency, although the overall style of colleagues' work can accelerate the formation of such dependence. This syndrome evidences of excess absorption in work, "obsession" on it, the inability and unwillingness to pay due attention to relationships with friends, fun, full of self. We can see such syndrome in humans, who cannot be separated from work, who cannot rest and are constantly striving to bring to perfection the important and urgent matter production. They no longer can and cannot at least sometimes to live freely, peacefully. Unconsciously each workaholic is afraid of all ever end and he will feel the void, emptiness, and his unnecessary.

To prevent such states in the foreground, self-identity, it's ability to assess the urgency of cases correctly and promptly and the possibility of solving some of them at a later time. Urgent cases are not important, as psychologists' evidence.

Ability to work in a hard schedule provides the ability to organize their time clearly invests in certain limits, refusing of free improvisation. The creative person who wants and can work independently to make decisions, offer new ways of solving problems, usually tolerate such harsh restrictions poorly. However, diligent artist with a developed internal discipline even enjoys the ability to fit into a schedule and be on top. Resistance to stress - is the ability to maintain inner peace, switch from one task to another easily, dividing attention between multiple tasks simultaneously. Do not panic when suddenly the nature of rapidly changing time is reduced, and the head is too irritated. Dwight Eisenhower, the thirty-fourth President of the United States, stressed that urgent cases are usually not critical and important - the most wanted. That phrase must be told whenever internal panic about the fact that something is hardly managed begins. It can be used as internal brakes when haste, bustle interfere to stop and look back, evaluate and select the most urgent cases among the entire routine.

Fatigue from work - is a natural reaction of all people. But one can recover quickly without cycles to failure, while others constantly "digest" mentally challenging work situation sometimes can not even sleep at night. How can we deal with this? Excessive excitement over the work does not help to work efficiently and quickly, but it rather harms.

To recover quickly, you need to find a few ways to change the activity. This may be, for example, swimming in the river, basin, taking a warm bath or a cool shower. This may be a piece of chocolate, a cup of coffee or green tea, a small cake, and fruit. However, some gets used so much to eat during any stressful activity, which then has a problem with being overweight. Therefore resort to comforting food should be very careful not carried away, without making this the only way to self-help. TV - is widespread acceptance of stress: watching the movie, talk show or concert. Sometimes a person says that as a result of stress he cannot concentrate on what looks, thoughts constantly crieth out somewhere in the opposite direction. But later he at least partially distracted, begins to follow the plot, musical motif or smile, listening to a joke. Among the methods of removing the work fatigue - is shopping. It often resorts women who know how

bright windows, fitting, selecting renewal switch their opinions. Another method - is walking with a friend of or colleague. Suppose these are not the people with whom you can talk openly about what has happened. Even talk to some other, distant from production problems, a theme helps to overcome the "obsession" of his problems. Various creative exercises help very well, such as when exhausted and irritated working man begins to draw in the evening. It does not matter, does he have this ability or not. The main thing - to take clean paper, crayons, paints, markers and start something portray. Sometimes it will be a landscape or still life, portrait sometimes, and more often - it will be an abstract composition on the topic of today's irritation, injury to his colleague, anger at the boss. While hand is drawing, mind is calming down. Sometimes you can even write an open letter that will never be sent. Internet with its many features, entertainment is very helpful for someone. We suggest looking through reference sources to the profit away from problems, tell how to travel new editions of fiction or simply provide some new information or explain the strange phenomenon or condition.

This method of self-help support people in really difficult situations. It is better to be workaholic than to get alcohol, drug addiction or to depend on computer games. But it is better not wait personal problems, hiding into the employment and try to decide them until they "destroy" the very man.

Conclusions

Modern prevention of burnout includes three areas:

The organization of activities.

The administration should provide employees opportunities for professional growth, provide social package to boost motivation. Obligations prescribed in job descriptions should be clearly distributed. Organize your time and place - it is also important for burnout.

Improving the psychological climate in the team.

Creating psychological comfort in the professional group, a group that exists as a unit. One of the best destructive psychological comfort factors is very low financial situation of employees. But the solution to this issue can be found by expanding the horizons and aesthetic needs of the individual, as a result of increasing tolerance and understanding.

The work with individual characteristics has three divisions: creative thinking, the leveling influence of negative professional and personal factors of self-regulation skills.

Creativity is the strongest factor for the development of personality, famous for its willingness to change, abandonment of stereotypes. Leveling - is the ability to resolve conflicts and find constructive solutions. This can be used various kinds of trainings, organized leadership. During such training self skills (training equipment control their own physical and mental condition) can be formed simultaneously.

Prevention should be comprehensive, well organized, aimed at correcting disorders of mental state and, if necessary, to improve the psychological climate of the team. Knowledge of stages and factors of burnout will allow specialists to treat more seriously the timely prevention of the mentioned syndrome.