



Preventing Burnout in Child Care Providers

Dr. Theresa Vadala

Burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed and unable to meet constant demands. As the stress continues, you begin to lose the interest or motivation that led you to take on a certain role in the first place. Burnout reduces your productivity and saps your energy, leaving you feeling increasingly helpless, hopeless, cynical, and resentful. Eventually, you may feel like you have nothing more to give.



**Applying New Knowledge:
Learning & Transfer**

Child Care Training Consultants, LLC

Accredited by International Association for Continuing Education and Training (IACET)

Preventing Burnout in Child Care Providers

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Las Vegas, Nevada 89139



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PRESCHOOL Module 5

CDA Subject Area 5: Managing an effective program operation

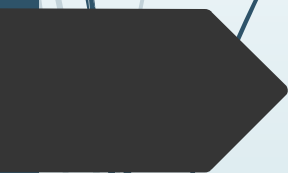
Title: CDA PROG.OP 5.B Preventing Burnout in Child Care Providers

3 Hours

0.3 CEUs



**Dr. Theresa Vadala
(Instructor & Curriculum Designer)**





**Thank you for choosing
Child Care Training Consultants, LLC.,
for your CDA Training Needs!**

Learning Assessment

Read the material provided, take the 5-10 quiz questions and complete the training evaluation at the end of the course.

Participants must receive 100% on individual courses to obtain a certificate of completion.

Questions?

We are happy to help.

Support Services:

Please contact us 24/7 at

childcaretrainingconsultants1@gmail.com

Business # 702.837.2434



Child Care Training Consultants LLC., Goal

The goal is to empower educators as they take Child Development Associate (CDA) courses to make a powerful difference in the lives of young children!

Mission Statement

“Child Care Training Consultants, LLC’s is committed to provide research-based professional growth and development training courses primarily focused on the Child Development Associate. The CDA is the nation’s premier credential that is transferable, valid, competency-based and nationally recognized in all 50 states, territories, the District of Columbia, community colleges and the United State Military.

Vision

Child Care Training Consultants, LLC’s vision is to provide the early childhood community with courses based on CDA competency standards to obtain their CDA Credential and assist in reaching their goal as an exceptional early childhood educator to ultimately achieve higher child outcomes.



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About the Instructor

Theresa has over 30 years experience in the field of Early Childhood Education. During that time, she served as a Preschool Teacher, Disabilities Coordinator, Program Facilitator, and Director of an Early Childcare Program. She has a Doctoral Degree in Educational Leadership with Specialization in Curriculum and Instructional Design. Theresa is a Professional Growth & Development Trainer and Curriculum Designer and offers web-based courses internationally. She is the Executive Director/Owner of of the training organization Child Care Training Consultants, LLC., (CCTC).



Business Description

Child Care Training Consultants, LLC. (CCTC) is an accredited provider (AP) with the International Association for Continuing Education and Training (IACET) that provides Continuing Education Units (CEU) for adult education nationally. The business is also a recognized training organization with the Council for Professional Recognition, Child Development Associate Council (CDA), National Credentialing Program.



Learning Objectives & Outcomes

Objectives

Participants will be able to...

Identify the many names of Burnout!

Identify the Compassion Fatigue Syndrome

Identify Prevention & Treatment

Outcomes

Identify 5-7 names of Burnout!

Describe the Compassion Fatigue Syndrome

Identify 3-5 methods of Prevention & Treatment



Agenda

Part 1: Burnout... It has Many Names!

- Definitions

Part 2: Compassion Fatigue Syndrome

- Compassion Satisfaction
- Legitimate and Illegitimate Stressors...So What Happened?

Part 3: Prevention & Treatment

- Burnout Recovery Strategy #1 – Slow Down
- Burnout Recovery Strategy #2 – Get Support
- Burnout Recovery Strategy #3 – Reevaluate your Goals and Priorities



In one word define your image of a Child Care Provider:

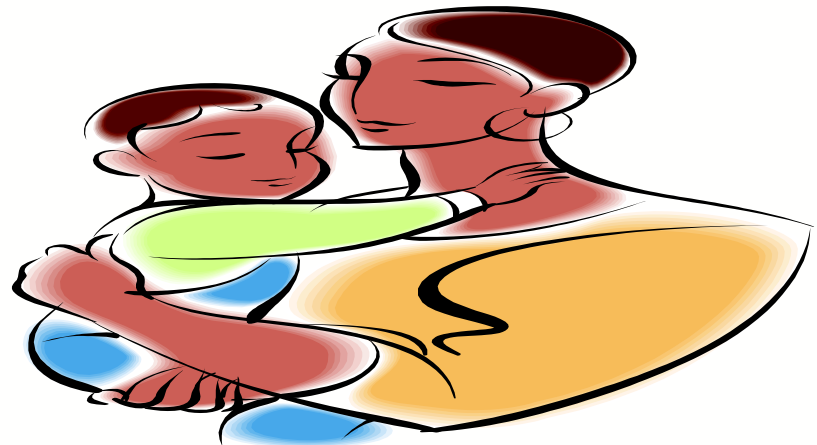
- Efficient
- Competent
- Professional
- Responsible
- Organized
- Superlative
- Indispensable
- Essential
- Valuable
- Admirable

When you're burned out, problems seem insurmountable, everything looks bleak, and it's difficult to muster up the energy to care of the anyone—let alone do something about your situation. But burnout can be healed. You can regain your balance by reassessing priorities, making time for yourself, and seeking support.

In the words listed above, do you think these are great attributes to have as a caretaker of children? Do you describe yourself using any of these words?

What is your image of these terms:

- Caring
- Nurturing
- Compassionate
- Warm
- Empathetic
- Concerned
- Sensitive
- Patient



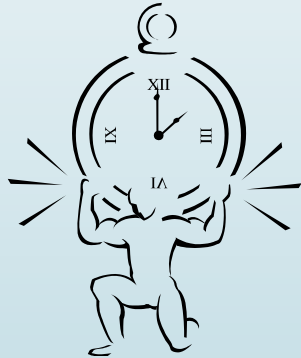
Do you recognize yourself in any of these words?

Did you feel any of these words applied when you first began your career as a child care provider?

Part 1: Burnout...It has many names....

- Burnout
- Compassion Fatigue Syndrome
- Helper's Secrets
- "Secret Keeping"
- "Helper's Pit"

"He whose name
should not be
spoken."



Dealing with Burnout: The "Three R" Approach

Recognize – Watch for the warning signs of burnout

Reverse – Undo the damage by managing stress and seeking support

Resilience – Build your resilience to stress by taking care of your physical and emotional health



“Helper Secrets”

Emotional and physical distancing

- “I feel inadequate”
- “I’m angry”
- “I’m in over my head”
- Too many demands
- One-way giving....”What about me?”
- “I want out”


“Secret Keeping”

- ▶ The failure to express thoughts and feelings about stressful situations and events





“Helper’s Pit”

- Co-dependency
 - Working downstream
 - Not enough time
 - Lack of support
 - Unrealistic expectation of oneself
- 

Burnout

Burnout doesn't happen only to those who are stressed or frustrated, though. Notice the definition says burnout *usually* happens as a result of stress and frustration.

- ▶ The stress that causes one to experience job burnout has to be terribly obvious. Work may be going along smoothly. There are no apparent problems — no issues to resolve. You get along well with your boss, co-workers, and children. Then suddenly one day you feel a little knot in your stomach when you think about going to work. Or, you can't come up with any fresh ideas.
- ▶ Yesterday you loved your job and today you hate it. What could have caused this to happen?
- ▶ Many of us work long hours. We have work that needs to get done, and we choose to spend ten hours a day doing it. Then one day we realize that many months have passed since we had a vacation, a full weekend off, or even a relaxing evening at home. There's an old saying that goes "On their death bed, no one ever said, 'I wish I had spent more time in the office.'"



Burnout

Definitions

- “A syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishments that can occur among individuals who do “people work” of some kind
- Exhaustion of physical or emotional strength or motivation *usually* as a result of prolonged stress or frustration.
- Depersonalization
- “The loss of human caring”

Burnout

➤ Dimensions

- Emotional Exhaustion
 - Fatigue and/or depleted emotional resources
- Depersonalization
 - Indifferent or negative, callous, cynical attitudes towards work
- Lack of Personal Accomplishments
 - Perception of failure to meet one's professional objectives

➤ Revised Definition

- A crisis in one's relationship with work in general
- Inclusion of physical symptoms of burnout

Many of us work long hours. We have work that needs to get done, and we choose to spend ten hours a day doing it. Then one day we realize that many months have passed since we had a vacation, a full weekend off, or even a relaxing evening at home. There's an old saying that goes "On their death bed, no one ever said, 'I wish I had spent more time in the office.'"

Burnout

Freudenberger was one of the first to describe the symptoms of exhaustion professionally and conduct a comprehensive study on burnout. In 1980, he published a book dealing with burnout, which became a standard reference on the phenomenon.

His clinical concept for Burnout (psychology) was originally developed from his work with the free clinics and through therapeutic communities. Freudenberger defined burnout to be a "state of mental and physical exhaustion caused by one's professional life".

Herbert Freudenberger

- Unpaid psychiatrist at the New York Free Clinic for Drug Addicts
- Staffed by young, idealistically motivated volunteers
- Gradual energy depletion, loss of motivation
- Accompanied by array of mental and physical symptoms
- Symptoms began to appear about one year into the job

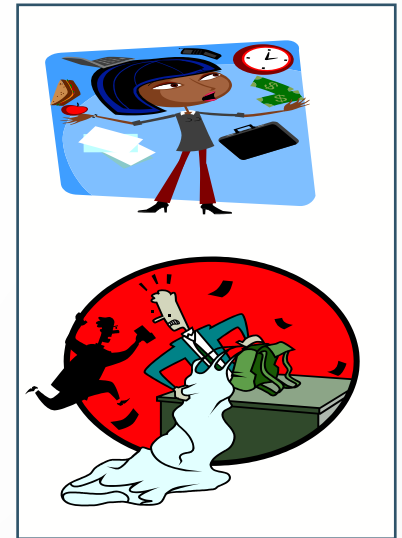
Now look at these terms:

Overworked	Chaotic	Overstressed
Moody	Underestimated	Ignored
Underrated	Underpaid	Disillusioned
Indifferent	Oppressed	

At some point in your career, you may experience burnout. Regardless of how much you like your job there may come a time when you just don't feel like doing it anymore.

A lot of times, we feel unappreciated for the work we do.

Can you relate to any of these words?





Part 2: Compassion Fatigue Syndrome”

Defined as being “depleted, exhausted, numb”

Symptoms include

- Withdrawal
- Inappropriate anger or irritability
- Inability to enjoy life
- Overwhelmed by endless tasks
- Chronic fatigue
- Rigidity
- Sense of one’s work as routine
- Shortened attention span
- Headaches, GI symptoms, neck/back pain

Compassion Fatigue Syndrome

When you become exhausted and feel completely depleted or numb, you may become vertically ill (on your back, sick). But you also may become horizontally ill (sick but continuing to work).

Have you heard the saying, “you can’t take care of anyone else if you don’t take care of yourself?” Think of this saying when you are delivering your self as a product rather than a human being that also needs attention.

Exhausted, Depleted Numb



“Delivering Self”
as product

Vertically Ill →
Horizontally Ill

Compassion Satisfaction

- ▶ The pleasure you derive from being able to do your work well

- Feeling pleasure to help others through your work
- You feel positively about your colleagues and your contribution to the work setting
- Represents a satisfaction related to your ability to be an effective caregiver in your job



It is important to remind each and every educator regularly the importance of their work – **they aren't glorified babysitters**, they are shaping young lives. Each child in full-time care is developing lifelong views on attachment, love, and trust based on the relationship with their teacher.

Legitimate and Illegitimate Stressors...So What Happened?

**Stressors
In Caring
Professions**

**Legitimate
Stressors**

**Illegitimate
Stressors**

What are legitimate stressors?
What are illegitimate stressors?



Legitimate Stressors

- ▶ *Result from the pain and suffering*
 - Dealing with human tragedy
 - Infinite need
 - Ignorance, violence, poverty
 - Death and dying

Legitimate stressors include traumatic events that we have little or no control over, such as a death in the family.



Illegitimate Stressors

- ▶ *Result from circumstances that prevent adequate caring*
 - Staffing shortages
 - Limited resources
 - Work overload
 - Inadequate reimbursement

Do any of these seem familiar to you?

Work conditions can improve by focusing on morale and celebrate the hard work teachers do. One of the main focuses of the industry should be to concentrate on adult-adult interaction as much as adult-child through intentional, explicit training on communication, balance, and problem solving,

Different Presentation Same Affliction



Burnout

Balance

Apathy

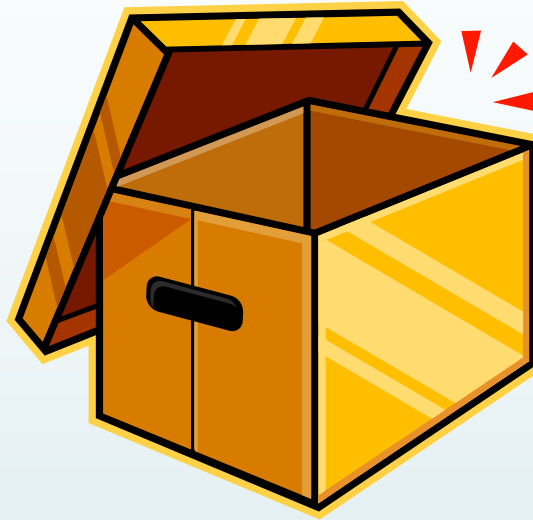
Walking that tight rope between Apathy, Burnout and Balance is tricky.

You will find some ideas on how to balance in the next few slides.

Part 3: Prevention & Treatment

You are the
only one
who can...

Licensing is
coming and
we need...



But if you
won't help
us who
will...

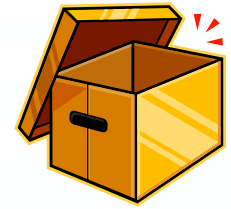
**All of your time,
energy & resources
are in this box**

We can't do
it without
your help...

Have you heard these said to you before?

What is in your box? Family? Friends? Cleaning? Cooking? Work? What else? What about YOU?

Prevention & Treatment



Actively address problems. Take a proactive approach – rather than a passive one – to issues in your workplace. You’ll feel less helpless if you assert yourself and express your needs. If you don’t have the authority or resources to solve the problem, talk to a superior.

Clarify your job description. Ask your boss for an updated description of your job duties and responsibilities. Point out things you’re expected to do that are not part of your job description and gain a little leverage by showing that you’ve been putting in work over and above the parameters of your job.

Ask for new duties. If you’ve been doing the exact same work for a long time, ask to try something new: a different grade level, a different sales territory, a different machine.

Take time off. If burnout seems inevitable, take a complete break from work. Go on vacation, use up your sick days, ask for a temporary leave-of-absence—anything to remove yourself from the situation. Use the time away to recharge your batteries and take perspective.

Prevention & Treatment

- “What’s in Your Toolkit?”
 - Do One Thing Different
 - Prevention Focused
 - Solution Oriented
 - What You Focus On Expands
 - Explanations verses Solutions



“If You Fall on Your Face at Least You are
Headed in the Right Direction”

Prevention & Treatment



Sometimes it's too late to prevent burnout – you're already past the breaking point. If that's the case, it's important to take your burnout very seriously. Trying to push through the exhaustion and continue as you have been will only cause further emotional and physical damage.

While the tips for preventing burnout are still helpful at this stage, recovery requires additional steps.

Burnout recovery strategy #1: Slow down

- When you've reached the end stage of burnout, adjusting your attitude or looking after your health isn't going to solve the problem. You need to force yourself to slow down or take a break. Cut back whatever commitments and activities you can. Give yourself time to rest, reflect, and heal.

Prevention & Treatment



Burnout recovery strategy #2: Get support

- ▶ When you're burned out, the natural tendency is to protect what little energy you have left by isolating yourself. But your friends and family are more important than ever during difficult times. Turn to your loved ones for support. Simply sharing your feelings with another person can relieve some of the burden.

Prevention & Treatment

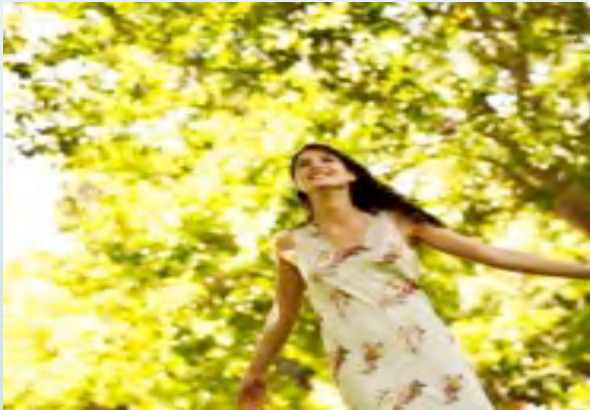


Burnout recovery strategy #3: Reevaluate your goals and priorities

- Burnout is an undeniable sign that something important in your life is not working. Take time to think about your hopes, goals, and dreams. Are you neglecting something that is truly important to you? Burnout can be an opportunity to rediscover what really makes you happy and to change course accordingly.

Prevention & Treatment

- ▶ Find Your Body and Make Sure It's OK
 - Relationship with alcohol, tobacco, drugs, food
 - Get out of your chair
 - Take your body for a walk
 - Massage & yoga
 - Basic maintenance





Prevention & Treatment

Start the day with a relaxing ritual. Rather than jumping out of bed as soon as you wake up, spend at least fifteen minutes meditating, writing in your journal, doing gentle stretches, or reading something that inspires you.

Adopt healthy eating, exercising, and sleeping habits. When you eat right, engage in regular physical activity, and get plenty of rest, you have the energy and resilience to deal with life's hassles and demands.

Prevention & Treatment

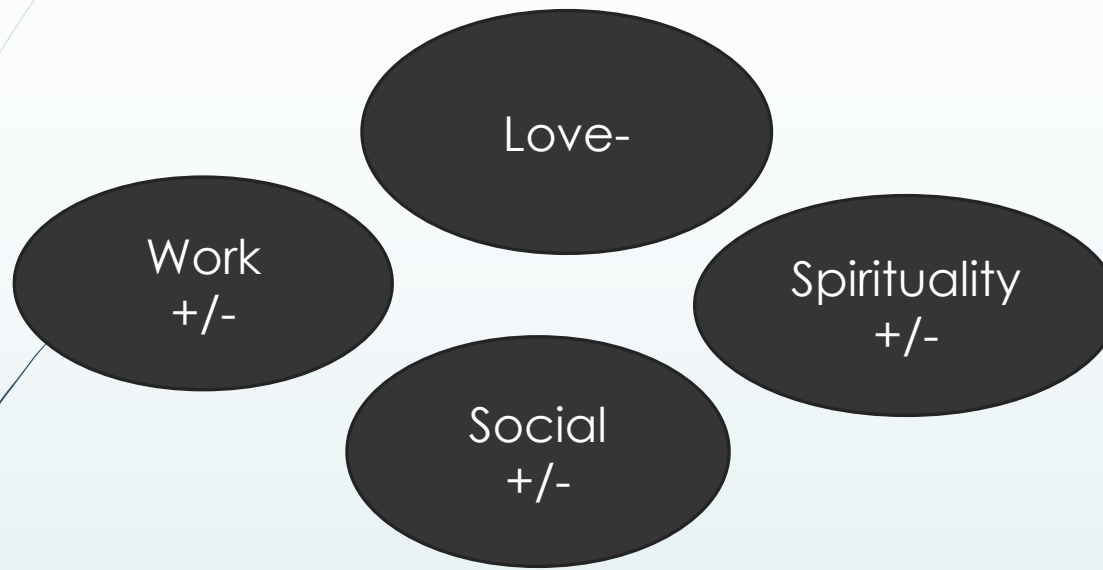
Set boundaries. Don't overextend yourself. Learn how to say "no" to requests on your time. If you find this difficult, remind yourself that saying "no" allows you to say "yes" to the things that you truly want to do.

- ❖ Take a daily break from technology.
- ❖ Set a time each day when you completely disconnect.
- ❖ Put away your laptop, turn off your phone, and stop checking email.
- ❖ Nourish your creative side.
- ❖ Creativity is a powerful antidote to burnout.
- ❖ Try something new, start a fun project, or resume a favorite hobby.
- ❖ Choose activities that have nothing to do with work.
- ❖ Learn how to manage stress.

When you're on the road to burnout, you may feel helpless. But you have a lot more control over stress than you may think. Learning how to manage stress can help you regain your balance.

Prevention & Treatment

Balance is different than juggling!



Look at the circles.

Do you have a balance between these areas?

“In our society it is often undesirable to admit one’s limitations, vulnerabilities, ignorance and problems, especially in one’s work. A professional is expected to be impeccable and in control. When problems do arise most people feel at fault and hide the problems from others feeling that “everyone else” is coping effectively and they alone are failing. The result is what social psychologists call “the fallacy of uniqueness” or “pluralistic ignorance” the individual's false assumption that he or she is the only one responding in this way.”

Larson, D. G. (1993). *The helper's journey: Working with people facing grief, loss, and life-threatening illness*. Champaign, IL: Research Press.

Prevention & Treatment

Take care of yourself, breath. Medicate! Pray!
Do what works for you!

You are doing one of the most important jobs ever!!!





Review

Part 1: Burnout... It has Many Names!

- Definitions

Part 2: Compassion Fatigue Syndrome

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