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Wilmar B. Schaufeli

Maslach Burnout Inventory Christina Maslach,Susan E. Jackson,Michael P. Leiter,2009

Evaluating Stress Carlos P. Zalaquett,1998

Professional Burnout Wilmar B. Schaufeli,2018-12-19 A rapidly growing number of people experience psychological strain at their workplace. In almost all industrialized countries, absenteeism and turnover rates increase, and an increasing amount of workers receive disablement benefits because of psychological problems. This book, first published in 1993, concentrates on a specific kind of occupational stress: burnout, the depletion of energy resources as a result of continuous emotional demands of the job. This volume presents theoretical perspectives that had been developed in the United States and Europe, discusses methodological issues, and examines organisational contexts. Written by an international group of leading scholars, this book will be of interest to students of both psychology and human resource management.

The Truth About Burnout Christina Maslach,Michael P. Leiter,2008-07-02 Today's workforce is experiencing job burnout in epidemic proportions. Workers at all levels, both white- and blue-collar, feel stressed out, insecure, misunderstood, undervalued, and alienated at their workplace. This original and important book debunks the common myth that when workers suffer job burnout they are solely responsible for their fatigue, anger, and don't give a damn attitude. The book clearly shows where the accountability often belongs. . . .squarely on the shoulders of the organization.

Couple Burnout Ayala Pines,2013-12-19 InCouple Burnout, Ayala Pines offers a unique model to combat relationship burnout by describing the phenomenon of couples burnout; its causes, danger signs and symptoms; and the most effective strategies therapists can use. Distinguishing burnout from problems caused by clinical depression or other pathologies, Pines combines three major clinical perspectives that are used by couple therapists--psychodynamic, systems and behavioral--with additional approaches that focus attention on the social- psychological perspective and existential perspective to couples' problems.

Work Engagement Arnold B. Bakker,Michael P. Leiter,2010-04-05 This book provides the most thorough view available on this new and intriguing dimension of workplace psychology, which is the basis of fulfilling, productive work. The book begins by defining work engagement, which has been described as 'an opposite to burnout,' following its development into a more complex concept with far reaching implications for work-life. The chapters discuss the sources of work engagement,

emphasizing the importance of leadership, organizational structures, and human resource management as factors that may operate to either enhance or inhibit employee's experience of work. The book considers the implications of work engagement for both the individual employee and the organization as a whole. To address readers' practical questions, the book provides in-depth coverage of interventions that can enhance employees' work engagement and improve management techniques. Based upon the most up-to-date research by the foremost experts in the world, this volume brings together the best knowledge available on work engagement, and will be of great use to academic researchers, upper level students of work and organizational psychology as well as management consultants.

The Handbook of Stress and Health Cary Cooper, James Campbell Quick, 2017-02-07 A comprehensive work that brings together and explores state-of-the-art research on the link between stress and health outcomes. Offers the most authoritative resource available, discussing a range of stress theories as well as theories on preventative stress management and how to enhance well-being. Timely given that stress is linked to seven of the ten leading causes of death in developed nations, yet paradoxically successful adaptation to stress can enable individuals to flourish. Contributors are an international panel of authoritative researchers and practitioners in the various specialty subjects addressed within the work.

The Oxford Handbook of Organizational Well-being Susan Cartwright, Cary L. Cooper, 2009 This Handbook focuses on organizational well being in its widest sense, and is concerned with reviewing the factors which are associated with ill health, as well as those which promote positive health and well being. In it, leading international scholars focus on the key issues around measuring well being, and individual and organizational factors.

An Introduction to Contemporary Work Psychology Maria C.W. Peeters, Jan de Jonge, Toon Taris, 2013-10-07 AN INTRODUCTION TO CONTEMPORARY WORK PSYCHOLOGY [This book] provides a comprehensive introduction to the field, featuring contributions from around the world. Not only is the book well-written, it is also very readable and entertaining and provides a thorough and scholarly introduction to all aspects of the field. I strongly and unreservedly endorse and recommend it. —Anthony Harold Winefield, PhD, Professor of Psychology, University of South Australia Work behaviour is crucial to our health and well-being and to organizational performance. Work also impacts on our behaviour outside work and on family life. With contributions of many of the world's leading experts, this strong editorial team has produced the first standard book on work psychology: the scientific study of work behaviour and its antecedents and consequences. It is a must for anyone seriously interested in work, work behaviour and people at work. —Michiel Kompier, Professor of Work and Organizational Psychology, Radboud University Nijmegen An Introduction to Contemporary Work Psychology is the first textbook to provide a comprehensive overview of work psychology. Moving beyond the terrain of introductory industrial/organizational psychology textbooks, this book examines the classic models, current theories and contemporary issues affecting the twenty-first-century worker. This text covers all aspects of the psychology of working, including topics

such as safety at work, working times, work-family interaction, recovery from work, technology, job demands and job resources, working in teams and sickness absence. While many books in the field focus on the adverse effects of work, this one is unique in emphasizing also the positive aspects and outcomes of work, including motivation, performance, creativity and engagement. The book also contains chapters on job-related prevention and intervention strategies with a special focus on positive interventions and proactive techniques, such as job crafting and promoting positive work behaviours. Edited by respected leaders in the field and with chapters written by a global team of experts, this is the textbook for advanced undergraduate and graduate courses focusing on work psychology.

Taking Action Against Clinician Burnout National Academies of Sciences, Engineering, and Medicine, National Academy of Medicine, Committee on Systems Approaches to Improve Patient Care by Supporting Clinician Well-Being, 2020-01-02 Patient-centered, high-quality health care relies on the well-being, health, and safety of health care clinicians. However, alarmingly high rates of clinician burnout in the United States are detrimental to the quality of care being provided, harmful to individuals in the workforce, and costly. It is 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.

Banishing Burnout Michael P. Leiter, Christina Maslach, 2011-01-11 In this book Michael P. Leiter and Christina Maslach, the leading experts on job burnout prevention and authors of the landmark book The Truth About Burnout, outline their revolutionary new program for helping everyone in the workplace overcome everyday stress and pressures and achieve their career goals. Banishing Burnout includes the authors' unique and highly effective Work Life self-assessment test and a customized plan for action that will help transform the individual's relationship with work and overcome job burnout. The authors outline their proven action plan, which shows how to establish core values, set a personal direction, engage other people, initiate a realistic plan of action, make an impact, and achieve career goals. The book is filled with illustrative case examples from a wide variety of organizations, including corporations, health care institutions, universities, and nonprofit organizations. Each case demonstrates how the use of the Work Life self-survey and the individualized action plan can result in dramatic changes in the daily workplace experience and advance career development.

The Burnout Epidemic Jennifer Moss, 2021-09-28 Named one of 10 Best New Management Books for 2022 by Thinkers50 Named to the shortlist for the 2021 Outstanding Works of Literature (OWL) Award in the Management & Culture Category In

this important and timely book, workplace well-being expert Jennifer Moss helps leaders and individuals prevent burnout and create healthier, happier, and more productive workplaces. We tend to think of burnout as a problem we can solve with self-care: more yoga, better breathing techniques, and more resilience. But evidence is mounting that applying personal, Band-Aid solutions to an epic and rapidly evolving workplace phenomenon isn't enough—in fact, it's not even close. If we're going to solve this problem, organizations must take the lead in developing an antiburnout strategy that moves beyond apps, wellness programs, and perks. In this eye-opening, paradigm-shifting, and practical guide, Jennifer Moss lays bare the real causes of burnout and how organizations can stop the chronic stress cycle that an alarming number of workers suffer through. The Burnout Epidemic explains: What causes burnout—and what organizations can do to prevent it Why traditional wellness initiatives fall short How companies can build an antiburnout strategy based on prevention, not perks How leaders can measure burnout in their own organizations What leaders can do to develop a healthier culture that prioritizes resilience and curiosity As the pandemic has shown, self-care is important, but it's not a cure-all for burnout. Employers need to do more. With fascinating research, new findings from the pandemic, and interviews with business leaders around the globe, The Burnout Epidemic offers readers insightful and actionable advice that will empower them to help themselves—and their employees—feel healthier and happier at work.

STOP, THAT and One Hundred Other Sleep Scales Azmeh Shahid, Kate Wilkinson, Shai Marcu, Colin M Shapiro, 2012-01-06 There are at least four reasons why a sleep clinician should be familiar with rating scales that evaluate different facets of sleep. First, the use of scales facilitates a quick and accurate assessment of a complex clinical problem. In three or four minutes (the time to review ten standard scales), a clinician can come to a broad understanding of the patient in question. For example, a selection of scales might indicate that an individual is sleepy but not fatigued; lacking alertness with no insomnia; presenting with no symptoms of narcolepsy or restless legs but showing clear features of apnea; exhibiting depression and a history of significant alcohol problems. This information can be used to direct the consultation to those issues perceived as most relevant, and can even provide a springboard for explaining the benefits of certain treatment approaches or the potential corollaries of allowing the status quo to continue. Second, rating scales can provide a clinician with an enhanced vocabulary or language, improving his or her understanding of each patient. In the case of the sleep specialist, a scale can help him to distinguish fatigue from sleepiness in a patient, or elucidate the differences between sleepiness and alertness (which is not merely the inverse of the former). Sleep scales are developed by researchers and clinicians who have spent years in their field, carefully honing their preferred methods for assessing certain brain states or characteristic features of a condition. Thus, scales provide clinicians with a repertoire of questions, allowing them to draw upon the extensive experience of their colleagues when attempting to tease apart nuanced problems. Third, some scales are helpful for tracking a patient's progress. A particular patient may not remember how alert he felt on a series of different

stimulant medications. Scale assessments administered periodically over the course of treatment provide an objective record of the intervention, allowing the clinician to examine and possibly reassess her approach to the patient. Finally, for individuals conducting a double-blind crossover trial or a straightforward clinical practice audit, those who are interested in research will find that their own clinics become a source of great discovery. Scales provide standardized measures that allow colleagues across cities and countries to coordinate their practices. They enable the replication of previous studies and facilitate the organization and dissemination of new research in a way that is accessible and rapid. As the emphasis placed on evidence-based care grows, a clinician's ability to assess his or her own practice and its relation to the wider medical community becomes invaluable. Scales make this kind of standardization possible, just as they enable the research efforts that help to formulate those standards. The majority of Rating Scales in Sleep and Sleep Disorders:100 Scales for Clinical Practice is devoted to briefly discussing individual scales. When possible, an example of the scale is provided so that readers may gain a sense of the instrument's content. Groundbreaking and the first of its kind to conceptualize and organize the essential scales used in sleep medicine, Rating Scales in Sleep and Sleep Disorders:100 Scales for Clinical Practice is an invaluable resource for all clinicians and researchers interested in sleep disorders.

Stress and Anxiety Krzysztof Kaniasty, Kathleen A. Moore, Siobhan Howard, Petra Buchwald,2014 The current volume of the Stress and Anxiety series presents 27 peer-reviewed chapters that thematically span four general areas of stressful life events, anxiety, and coping research. The first collection of papers concerns coping with economic burdens, natural disasters, and human-induced catastrophes and considers psychological resources which may serve as protective factors. Next are review and empirical investigations that examine a variety of manifestations of emotional and psychological well-being, evaluations of treatment programs, as well as scale validation studies. Part three features manuscripts addressing both psychological benefits and liabilities of occupational demands with a focus on exploration of positive work context for both the individual and the workplace. Chapters in the final part of the volume focus on developmental markers and coping efforts of children and adolescents with foci on environmental influences and cross-cultural comparisons.

Stress: Concepts, Cognition, Emotion, and Behavior George Fink,2016-03-10 Stress: Concepts, Cognition, Emotion, and Behavior: Handbook in Stress Series, Volume 1, examines stress and its management in the workplace and is targeted at scientific and clinical researchers in biomedicine, psychology, and some aspects of the social sciences. The audience is appropriate faculty and graduate and undergraduate students interested in stress and its consequences. The format allows access to specific self-contained stress subsections without the need to purchase the whole nine volume Stress handbook series. This makes the publication much more affordable than the previously published four volume Encyclopedia of Stress (Elsevier 2007) in which stress subsections were arranged alphabetically and therefore required purchase of the whole work. This feature will be of special significance for individual scientists and clinicians, as well as laboratories. In this first volume

of the series, the primary focus will be on general stress concepts as well as the areas of cognition, emotion, and behavior. - Offers chapters with impressive scope, covering topics including the interactions between stress, cognition, emotion and behaviour - Features articles carefully selected by eminent stress researchers and prepared by contributors representing outstanding scholarship in the field - Includes rich illustrations with explanatory figures and tables - Includes boxed call out sections that serve to explain key concepts and methods - Allows access to specific self-contained stress subsections without the need to purchase the whole nine volume Stress handbook series

Handbook of Stress and Burnout in Health Care Jonathon R. B. Halbesleben, 2008-01-01 The purpose of this book is to summarise the state of the science in the study of stress and burnout among health care professionals. Moreover, this book seeks to set the agenda for future research in the areas of stress and burnout. Despite the popularity of these topics as subjects for empirical study, particularly among health professionals, there has been no attempt to build a comprehensive summary of the literature concerning stress and burnout in health care. This book fills the void by bringing together leaders in the academic study of stress and burnout and by summarising the research on the measurement of stress and burnout, the unique causes of this condition for health care professionals as well as the consequences of stress and burnout and the patients they serve. It covers evidence-based mechanisms for the prevention and reduction of stress and burnout. Each chapter provides a synthesis of the critical stress and burnout literature as well as ideas for what research is needed to fill current voids in the literature. Final chapter of the book provides a research agenda to promote research concerning this phenomenon in health professions.

POLICE TRAUMA John M. Violanti, Douglas Paton, 1999-01-01 The police fight a different kind of war, and the enemy is the police officer's own civilian population: those who engage in crime, social indignity, and inhumane treatment of others. The result for the police officer is both physical and psychological battering, occasionally culminating in the officer sacrificing his or her life to protect others. This book focuses on the psychological impact of police civilian combat. During a police career, the men and women of police agencies are exposed to distressing events that go far beyond the experience of the ordinary citizen, and there is an increased need today to help police officers deal with these traumatic experiences. As police work becomes increasingly complex, this need will grow. Mental health and other professionals need to be made aware of the conditions and precipitants of trauma stress among the police. The goal of this book is to provide that important information. The book's perspective is based on the idea that trauma stress is a product of complex interaction of person, place, situation, support mechanisms, and interventions. To effectively communicate this to the reader, new conceptual and methodological considerations, essays on special groups in policing, and innovative ideas on recovery and treatment of trauma are presented. This information can be used to prevent or minimize trauma stress and to help in establishing improved support and therapeutic measures for police officers. Contributions in the book are from professionals who work

with police officers, and in some cases those who are or have been police officers, to provide the reader with different perspectives. Chapters are grouped into three sections: conceptual and methodological issues, special police groups, and recovery and treatment. The book concludes with a discussion of issues and identifies future directions for conceptualization, assessment, intervention, and effective treatment of psychological trauma in policing.

Burnout Ayala Malakh-Pines, Elliot Aronson, Ditsa Kafry, 1981

Burnout for Experts Sabine Bährer-Kohler, 2012-11-11 Wherever people are working, there is some type of stress—and where there is stress, there is the risk of burnout. It is widespread, the subject of numerous studies in the U.S. and abroad. It is also costly, both to individuals in the form of sick days, lost wages, and emotional exhaustion, and to the workplace in terms of the bottom line. But as we are now beginning to understand, burnout is also preventable. *Burnout for Experts* brings multifaceted analysis to a multilayered problem, offering comprehensive discussion of contributing factors, classic and less widely perceived markers of burnout, coping strategies, and treatment methods. International perspectives consider phase models of burnout and differentiate between burnout and related physical and mental health conditions. By focusing on specific job and life variables including workplace culture and gender aspects, contributors give professionals ample means for recognizing burnout as well as its warning signs. Chapters on prevention and intervention detail effective programs that can be implemented at the individual and organizational levels. Included in the coverage: · History of burnout: a phenomenon. · Personal and external factors contributing to burnout. · Depression and burnout · Assessment tools and methods. · The role of communication in burnout prevention. · Active coping and other intervention strategies. Skillfully balancing scholarship and accessibility, *Burnout for Experts* is a go-to resource for health psychologists, social workers, psychiatrists, and organizational, industrial, and clinical psychologists.

The Burnout Companion To Study And Practice Wilmar Schaufeli, D. Enzmann, 2020-10-28 Burnout is a common metaphor for a state of extreme psychophysical exhaustion, usually work-related. This book provides an overview of the burnout syndrome from its earliest recorded occurrences to current empirical studies. It reviews perceptions that burnout is particularly prevalent among certain professional groups - police officers, social workers, teachers, financial traders - and introduces individual inter- personal, workload, occupational, organizational, social and cultural factors. Burnout deals with occurrence, measurement, assessment as well as intervention and treatment programmes. This textbook should prove useful to occupational and organizational health and safety researchers and practitioners around the world. It should also be a valuable resource for human resources professional and related management professionals.

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