

making sense of burnout



Burnout Geese

Burnout has been highlighted as a global public health issue by the World Health Organisation (they formally classified it in 2019). However there is plenty of confusion and controversy surrounding burnout such that it can be hard to understand & manage - for individuals, health providers and employing organisations.

The author and presenter of this course ...Dr Sonia Hutton-Taylor has worked for 33 years at the career/health interface. She wants to share her unique perspectives on burnout with a view to helping you to eliminate burnout permanently whether you are...

.... heading for burnout, stuck in a recurring burnout cycle, descending the burnout spiral, recovering from burnout or simply concerned about others with burnout

This course will help you to see burnout in a more constructive light and make it easier to take simple (but correct) steps to resolve it and prevent it recurring. The structure it gives allows some focus and direction for recovery. It ensures all aspects of burnout are deeply grasped which in turn ensures it reverses fully & properly - so that it cannot return. The videos can be digested at any pace if the recommended speed does not feel right. By the end ... a comprehensive understanding of burnout will have built up and with an action plan for tackling it.

Making Sense of BURNOUT		Dr Sonia Hutton-Taylor		
Lesson		Title	Subtext	Mins
		Intro		5
1	The	What is burnout?	Defining and concepts	8
2	Background	Why is it hard to face/tackle?	Facing up to burnout	7.5
3	To	Misconceptions about burnout	Mistakes/ pitfalls in burnout	9
4	Burnout	The fall out from burnout	The wider implications of burnout	7
5	Burnout	How burnout affects you	Signs and symptoms	12
6	And	What brings burnout on?	Contributing factors	11
7	Your	Careers and burnout	Interface between careers/burnout	7
8	Life	How bad is your burnout?	Diagnosing/assessing	8
9	Ways	The benefits of burnout	The carrot to work towards	9
10	For	Coping versus not coping	How to seek help for burnout	9.5
11	Forwards	Caring for yourself	Getting a framework for self care	8.5
12	Burnout	My burnout action plan	The workbook and where now	7
		Conclusion		4

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This programme runs over 12 consecutive weeks (assuming progress is satisfactory and comfortable from the learners perspective). It may take longer or might be speeded up (although steady and reflective is infinitely better than bull at a gate.. our recommended timing is 12 weeks).

The programme brings recovery of burnout through steady incremental learning. As such it takes a very different approach to CBT (or other forms of therapy). This is not to say there is no place for complimenting the course with external therapeutic support. However when symptom control alone is undertaken with burnout the problem can easily go underground and lead to a cyclical pattern. Repeat burnout episodes do occur and seem to mainly be when the original burnout is not explored fully. Our course helps to ensure a comprehensive learning based approach is taken to burnout. We offer return to work/job spec renegotiation coaching and a career planning programme for those who feel a change of career is desirable once the burnout is firmly in retreat.

Our approach : build a good foundation of insight into and understanding of the myriad of factors that contribute to burnout taking hold. From this... a steady forwards progress is made & issues preventing resolution are highlighted & additional expert support can be sought if needed.

At times the programme may need to progress at a slower rate than one lesson a week. This may be decided by us and the burnout sufferer.. or even their GP, occupational health and other supporting parties.

The video component is intentionally short. This is because concentration in someone with burnout is often impaired. It's also advisable to watch each video several times. There is a workbook to complete . Upgrades are optional and include a return/ assess for the workbook and .. a weekly ' what have I learned from this lesson ' email to share with some email feedback . All of this can be hard to do with burnout and for this reason, especially where burnout scores are high, it is recommended that the person completes the course whilst on sick leave or reduced duties / hours. Trying to reverse burnout in the midst of the precise setting and workload that causes it can be very counterproductive and risks a pattern of two steps forwards and three back .

The cost of this programme is £750 in self directed learning format and includes:

The video lessons

The workbook (fillable digitally or can be printed out)

Any small queries that arise can be posed by email.

Upgrades :

Assessment of the weekly learning highlight email exchange offers extra support : £400

Further phone discussions can be booked if/ when needed : £160 per 55 minutes

If an assessment of the workbook seems indicated at the end of the programme this is £350

At least one phone/ zoom at the end is often appropriate to do a debrief and see what if anything is needed in addition to the burnout work already completed...eg. career re-evaluation support.