


Is my high-performance work environment making me high-risk to burnout?

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WHAT DID WE DO?

Acknowledged by the WHO (2019) as an occupational phenomenon, burnout (BO) is as a pervasive issue for organizations and employees alike.

Over the last several years, research activities conducted by MAWOPWOB students have explored and investigated the causes, impact and outcomes of BO on individuals working in high-stress, high-performance contexts to determine individuals who are at high-risk of BO.

1. MT conducted a comprehensive online written qualitative study ($n = 35$) on the perceived causes, manifestation, impact and recovery of workplace BO.

Other students investigated insights quantitatively.

2. RD investigated if overcommitment to work (OCW) mediates the relationship between perfectionism and BO in leaders ($n = 180$).
3. SDS investigated the impact of workplace support—managerial and Co-worker support—on BO in employees returning to work after long-term leave ($n = 128$).
4. PR investigated if anticipated work-family conflict mediates the relationship between perfectionism and BO in young working women ($n = 122$).



Organizations should reduce perfectionism-driven overperformance as well as design more long-term context-sensitive supports for occupational burnout.

WHY IS IT IMPORTANT?

As a prolonged response to chronic stress, BO can impair both personal and professional functioning leading to major psychological costs (Maslach & Leiter, 1997).

1. MT found that a high sense of responsibility fueled by workload and OCW can both cause and impact employee's recovery from BO. It also found that majority of supports were evident from partner/family/co-worker, and not from manager/company itself.
2. RD found that OCW is a key mechanism in the relationship between perfectionism, in particular socially prescribed perfectionism, and BO in leaders. Suggesting that self-imposed high standards become maladaptive when coupled with compulsive over-investment of time and energy. Which can spread negative effects across teams through emotional contagion.
3. SDS found that co-worker support, rather than supervisor support, significantly predicted BO but only with those who returned recently (<1 mth) VS. more than 1 month. With BO more prevalent in those with family or caregiving responsibilities.
4. PR found that anticipated work-family conflict is a key mediator, in the relationship between perfectionism, in particular socially prescribed perfectionism, and BO. Suggesting that BO arises not only from current job demands but also from internalized anticipatory performance standards about future roles.

SCAN FOR MORE INFO

