

# **WHAT CAUSES BURNOUT?**

- **Lack of Control Over One's Destiny**
- **Lack of Occupational Feedback and Communication**
- **Work Overload or Underload**
- **Contact overload resulting from the necessity for frequent encounters with other people in order to carry out job functions.**
- **Role Conflict/Ambiguity (Uncertainty about what one is expected to do at work).**
- **Individual Factors, including financial stability, marital satisfaction, neuroticism, excessive shyness, inflexibility, and poor stress management skills**
- **Training Deficits**
- **Secondary Factors:**
  - **Poor working conditions,**
  - **Lack of job security,**
  - **Lifestyle changes, and**
  - **Rapidly changing society that force individuals to make unexpected adjustments in their way of life and work.**