How Do We Deal with Burnout?

• Individuals are capable of learning new coping skills.

  Research demonstrates that educational sessions are effective in helping individuals to learn to cope with the demands of their jobs.

• Changing the job environment, as well as the person in it, is essential for interventions to deal with burnout.

  The most effective interventions combine changes in managerial practice with individual-level educational interventions.

• A combined managerial and educational approach to intervention tends to emphasize building engagement with work.

  Focusing on engagement creates an increased alliance with the organizational mission.

  Work settings which support positive development of energy, vigor, involvement, dedication, absorption, and effectiveness among employees should be successful in promoting their well-being and productivity.