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.