

Breaking Free from Burnout

Pamela Litzenberger

Senior National Consultant

phlitz@bjupress.com

And let us not be weary in well doing: for in due season we shall reap, if we faint not. Galatians 6:9

What Is Teacher Burnout?

- Physical, emotional, and mental exhaustion
- Caused by prolonged stress and excessive workload
- Caused by lack of support and high student pressure
- Imbalance between effort and rewards

Signs of Burnout

- Stress
- Lower energy
- Exhaustion

Emotional Symptoms of Burnout

- Feeling drained and used up
- Lacking motivation
- Feeling anxiety and dread of going to work
- Feeling of worthlessness
- Feeling ineffective
- Being cynical about and hypercritical of students, colleagues, and the profession

Physical Symptoms of Burnout

- Fatigue and exhaustion
- Hypertension



- Insomnia/but wanting to sleep all of the time
- Weight loss/weight gain
- Shortness of breath

Spiritual Symptoms of Burnout

- Little or no devotional life
- Running from God
- Disinterest in church

School Causes

- Too much work
- No sense of control
- Unequal treatment
- Large class sizes
- Work-life imbalance

Health Causes

- No exercise
- Unhealthy eating
- Missing warning signs

What Can You Do?

- Seek support from colleagues, mentors and counselors
- Self-care – hobbies, exercise
- Start your day with God
- Prepare yourself mentally on the way to work
- **Be Thankful – you GET to teach 1 Thess. 5:18**

Make Christ Your Peace

Leadership – Recognize the conditions that lead to burnout

- Control the workload of your teachers.
- Many teachers feel bad about saying no.
- Don't take advantage of their willingness to work
- Respect their role, their time, and their suggestions
- Reward – People work best when they feel appreciated and well-compensated.



Give a card that encourages and shows that you have noticed what they are doing.

Conflict Resolution

- Teach your teachers how to resolve conflict between teachers, students, and parents.
- Teach how to deal with difficult people.
 - Bullies, grippers, silent, passive aggressive, the “I know better” types, stallers

Help Your Teachers with Time Management

- Prioritize tasks
- Set goals
- Create a schedule
- Avoid multitasking
- Take breaks
- Eliminate distractions
- Delegate tasks
- Review and adjust
- Use technology
- Stay healthy

