

Beyond Burnout - Psychiatric Aspects

Dr Frans A Korb
Psychiatrist - Johannesburg

Overview

Mental Health



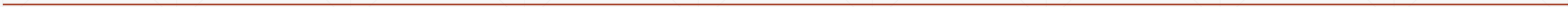
Stress



Burnout



Depression



Toward a New Definition of Mental Health

Mental health is a dynamic state of internal equilibrium which enables individuals to use their abilities in harmony with universal values of society. Basic cognitive and social skills; ability to recognize, express and modulate one's own emotions, as well as empathize with others; flexibility and ability to cope with adverse life events and function in social roles; and harmonious relationship between body and mind represent important components of mental health which contribute, to varying degrees, to the state of internal equilibrium.

Stress Assessment

Physical symptoms: chest pains, fatigue, trembling, sweating, frequent colds or cold sores (fever blisters), heart palpitations, nausea, insomnia, headaches, muscular aches and pains, high blood pressure

Mental symptoms: poor memory, poor concentration, racing mind or mind going blank, confusion, lack of sense of humour

Emotional symptoms: anger or rage, fearfulness, depression, anxiety, hopelessness, helplessness, frustration, boredom, resentment, guilt or shame, bitterness, irritability, pessimism or negativity, powerlessness, restlessness, short temperedness

Behavioural symptoms: crying for any reason, or no reason, fidgeting, drinking alcohol excessively, or more than usual, yelling, throwing things, hitting, nervous habits (nail biting, hair chewing, foot tapping), sweating, taking tranquillisers or sedatives and drugs to sleep

Burnout

DSM 5 Burnout = not recognized as a diagnosis or clinical entity

ICD-10 Burnout = 'Problems related to life-management difficulty' (Z73.0)

ICD-11 'Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed'

It is characterized by three key dimensions:

- a) feelings of energy depletion or exhaustion (overwhelming exhaustion)
- b) increased mental distance (detachment) from one's job, or feelings of negativism or cynicism related to one's job
- c) reduced professional efficacy (a sense of ineffectiveness or lack of accomplishment)

Burnout refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.

Burnout

‘Burnout is that point at which important, meaningful, and challenging work becomes unpleasant, unfulfilling, and meaningless’

You get burnt out when the continuous stress of dealing with a difficult job or situation becomes too much for you.

The most likely candidates for burnout are hard driven, highly committed people who take on too many tasks or try to do too many things. They suddenly lose interest and motivation in what they are doing.

Burnout Stress Test :

www.mindtools.com/stress/Brn/BurnoutSelfTest.htm

10 Signs of Burnout

1. Exhaustion (Feeling tired and lethargic)
 2. Lack of motivation
 3. Frustration cynicism and other negative emotions (Loss of purpose)
 4. Cognitive problems
 5. Poor job performance (Feeling of lack of control over commitments)
 6. Relationship problems with family, friends and co-workers (Detachment from relationships)
 7. Not taking care of yourself
 8. Being pre-occupied with work (Feeling that you are accomplishing less)
 9. Feeling unhappy with everything in your life
 10. Health problems
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Depression = 'whole body illness'

Biological/physical = sleep disturbance, fatigue, constipation, changes in appetite, weight loss or gain, generalized aches and pains, poor concentration

Psychological = depressed/sad and /or irritable mood, loss of interest or pleasure, low motivation, reduced sexual desire, feelings of guilt, failure and worthlessness, hopelessness or helplessness, preoccupation with death and suicidal thoughts, illness as punishment

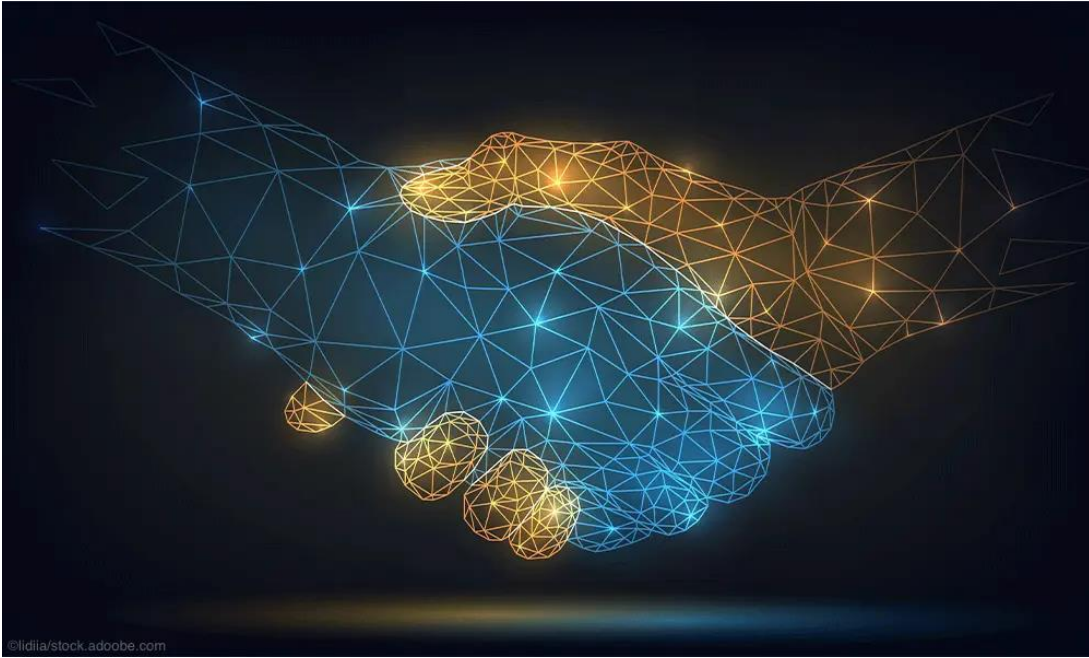
Social = social withdrawal, difficulties in relationships, reduced interest in hobbies and leisure activities, poor performance at work/studies, impaired role functioning

Some Workplace Signs of Depression

1. Social withdrawal (from meetings, meals, chatting)
2. Physical complaints or increased medical utilization
3. Sadness, fatigue, “laziness”
4. Irritability or anxiety
5. More interpersonal conflict
6. Absenteeism and presenteeism
7. Reduced productivity (sometimes despite increased effort)
8. Accidents and errors
9. Increased passivity or rigidity
10. Increased concern from co-workers
11. Weight change or poor grooming
12. Increased alcohol and drugs

Management of Depression

- **Lifestyle** = physical wellness, increased aerobic exercise, mindfulness-based stress reduction, relaxation, nutrition & supplements (MVT, Zinc, Mg, Folic Acid, Omega's etc.), self help (bibliotherapy), spiritual life, support groups
 - **Biological** = pharmacotherapy, electroconvulsive therapy (ECT), transcranial magnetic stimulation (rTMS), phototherapy, partial sleep deprivation
 - **Psychological** = Individual therapy (CBT, DBT, interpersonal, psychodynamic), family therapy, group therapy, setting therapeutic goals
 - **Social** = vocational rehabilitation, social skills training, social support, life coaching,
 - **Experimental** = ketamine, psychosurgery/deep brain stimulation (DBS), vagus nerve stimulation (VNS), magnetic seizure therapy
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Thank You

fakorb@telkomsa.net

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