The Resilient McNair Practitioner: Overcoming Burnout
2019 McNair Promising Practices Institute

February 1, 2019
3:00PM
Introduction

Who I am:

--McNair Director Since 2012
--Work is highly personal (Proud TRIO SSS Alum)
--Postsecondary Education, Communications, History
--Teaching/Advising/Advocacy/Program Management

University of Minnesota/McNair Program Profile:

--Large Urban Public Research One
--Housed in College of Education—w/ TRIO UB and SSS
--Celebrating 28 years of continuous funding
--Serve coordinate and MN institutions with no McNair access
GOALS

--Begin a meaningful conversation about burnout prevention in the McNair professional community

--Provide resources to inform, inspire and remind that we are not alone in our work
Why a Conversation on Burnout?

The McNair community has experienced SIGNIFICANT and SUSTAINED volatility. Including, but not limited to:

- Navigating extremely competitive grant process in a dysfunctional political environment
- Slates released mere weeks/days before start of new grant cycle
- Direct calls for program elimination based on blatantly false and misleading premises
- PROSPER Act
- Required to do more with less. Co-opted work.
- Day-to-day stressors of high impact job in a helping profession
- Factors such as institutional politics, HR, and other unique stressors (double spacing, APR Fields 38, 39, 40 & 43)
- McNair work at intersections of the academy---can feel isolating
- Work constrained by legislation that has not been meaningfully updated for past two decades
- Many new McNair colleagues getting their “sea legs”
- Macro implications to long-term success of McNair Programs

How do we reduce our chances of burning out and losing sight of McNair mission?
Presentation Material Adapted From:

LEAVING IT at the OFFICE
A GUIDE TO Psychotherapist Self-Care
John C. Norcross & Gary R. VandenBos
SECOND EDITION

THE RESILIENT PRACTITIONER
BURNOUT PREVENTION AND SELF-CARE STRATEGIES FOR COUNSELORS, THERAPISTS, TEACHERS, AND HEALTH PROFESSIONALS
SECOND EDITION
THOMAS M. SKOVHOLT AND MICHELLE TROTTER-MATHISON
Recognizing Burnout

<table>
<thead>
<tr>
<th>Fully Engaged</th>
<th>Burned Out</th>
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<tbody>
<tr>
<td>Energy</td>
<td>Exhaustion</td>
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<tr>
<td>Involvement</td>
<td>Cynicism</td>
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<tr>
<td>Efficacy</td>
<td>Ineffectiveness</td>
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## Burnout Creation vs. Burnout Prevention

<table>
<thead>
<tr>
<th>Burnout Creation</th>
<th>Burnout Prevention</th>
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<tbody>
<tr>
<td>Work overload</td>
<td>Sustainable workload</td>
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<tr>
<td>Lack of control</td>
<td>Feelings of choice and control</td>
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<tr>
<td>Insufficient reward</td>
<td>Recognition and reward</td>
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<tr>
<td>Breakdown of community</td>
<td>A sense of community</td>
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<tr>
<td>Unfairness</td>
<td>Fairness, respect and justice</td>
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<td>Significant value conflicts</td>
<td>Meaningful valued work</td>
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<tr>
<td>Lack of fit (incongruence)</td>
<td>High job—person fit</td>
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<td>Between person and job</td>
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Strategies for Overcoming Burnout

*Losing one’s Innocence* about assertive need for self-care

Increasing intellectual excitement and decreasing boredom by reinventing one’s self

Minimizing ambiguous professional loss

Learning to set professional boundaries

Creating a *Professional Greenhouse*

Understanding the reality of pervasive early professional anxiety

Avoiding the grandiosity Impulse and relish the small victories---Think Long-Term

*Return of the Elephant*
“One generation plants the trees, and another gets the shade.”
(Chinese Proverb)

“One of the greatest threats to TRIO comes from within [...] complacency and compassion fatigue.”
(Dr. Arnold Mitchem, President Emeritus, COE)

The Resilient McNair Practitioner Resources:
Google Form (Open Link to See & Share)
Discussion