

## Download Ebook Maslach Inventory Burnout Scale

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### VEOIUZ - MARSH JADON

Focuses on processes related to recovery and unwinding from job stress. This book demonstrates that recovery research is a very promising approach for understanding the processes of job stress and relieve from job stress more fully.

This book presents a unique theoretical and practical overview of the issues relating to stress and burnout among healthcare professionals. Occupational stress offers guidance and advice on many subjects, including the maintenance of a healthy workforce.

Deals with a different dimension of workplace psychology, which is the basis of fulfilling, productive work.

Stress: Concepts, Cognition, Emotion, and Behavior: Handbook in Stress Series, Volume 1, examines stress and its management in the workplace and is targeted at scientific and clinical researchers in biomedicine, psychology, and some aspects of the social sciences. The audience is appropriate faculty and graduate and undergraduate students interested in stress and its consequences. The format allows access to specific self-contained stress subsections without the need to purchase the whole nine volume Stress handbook series. This makes the publication much more affordable than the previously published four volume Encyclopedia of Stress (Elsevier 2007) in which stress subsections were arranged alphabetically and therefore required purchase of the whole work. This feature will be of special significance for individual scientists and clinicians, as well as laboratories. In this first volume of the series, the primary focus will be on general stress concepts as well as the areas of cognition, emotion, and behavior. Offers chapters with impressive scope, covering topics including the interactions between stress, cognition, emotion and behaviour Features articles carefully selected by eminent stress researchers and prepared by contributors representing outstanding scholarship in the field Includes rich illustrations with explanatory figures and tables Includes boxed call out sections that serve to explain key concepts and methods Allows access to specific self-contained stress subsections without the need to purchase the whole nine volume Stress handbook series

Originally published in 1969, this book deals extensively with the description and measurement of personality. Beginning with a statement of the principles of typological research in psychology, set against the background of general taxonomic principles in biology, the study discusses in detail results and generalisations from the Eysencks' previous work. The second part of the book describes several large-scale studies using personality questionnaires prepared by the authors, as well as the standard ones of Cattell and Guilford. There is a comparative study of the Eysenck, Cattell and Guilford inventories, which analyses the degree to which similar factors can be found in these three instruments and discusses areas of agreement and disagreement between the three authors. The third part deals with personality studies in children, and includes a chapter on personality structure in subnormal subjects. These studies are concerned with discovering the extent to which personality structure changes with increasing age, and to what extent it is possible to measure personality in younger children. They also examine sex differences in personality structure, and show quite marked differences between the sexes on a number of primary personality traits. The results of the Eysencks' work in this field directed new light on the structure of personality and cast doubt on many widely accepted findings of the time.

The author describes the symptoms and effects of burnout as experienced by those working in social services, e.g. police, nurses, social workers, teachers and counselors. She then suggests both personal and organizational ways to handle and prevent burnout.

Today's workforce is experiencing job burnout in epidemic proportions. Workers at all levels, both white- and blue-collar, feel stressed out, insecure, misunderstood, undervalued, and alienated at their workplace. This original and important book debunks the common myth that when workers suffer job burnout they are solely responsible for their fatigue, anger, and don't give a damn attitude. The book clearly shows where the accountability often belongs. . . .squarely on the shoulders

of the organization.

The rapid and sweeping changes in the economy, technology, work practices and family structures mean that organizational health psychology has never been so essential for understanding stress in the workplace. This timely Research Companion is essential reading to advance the understanding of healthy behaviors within working environments and to identify problems which can be the cause of illness. Containing both theoretical and empirical contributions written by distinguished academics working in Europe, North America and Australia, the book covers leading edge topics ranging from current theories of stress, stress management, and stress in specific occupational groups, such as doctors and teachers, to the relationship of stress with well-being. It provides systematic approaches towards practical actions and stress interventions in working environments and a solid theoretical framework for future research. It will be an essential companion to research on psychology and medicine as well as stress.

The police fight a different kind of war, and the enemy is the police officer's own civilian population: those who engage in crime, social indignity, and inhumane treatment of others. The result for the police officer is both physical and psychological battering, occasionally culminating in the officer sacrificing his or her life to protect others. This book focuses on the psychological impact of police civilian combat. During a police career, the men and women of police agencies are exposed to distressing events that go far beyond the experience of the ordinary citizen, and there is an increased need today to help police officers deal with these traumatic experiences. As police work becomes increasingly complex, this need will grow. Mental health and other professionals need to be made aware of the conditions and precipitants of trauma stress among the police. The goal of this book is to provide that important information. The book's perspective is based on the idea that trauma stress is a product of complex interaction of person, place, situation, support mechanisms, and interventions. To effectively communicate this to the reader, new conceptual and methodological considerations, essays on special groups in policing, and innovative ideas on recovery and treatment of trauma are presented. This information can be used to prevent or minimize trauma stress and to help in establishing improved support and therapeutic measures for police officers. Contributions in the book are from professionals who work with police officers, and in some cases those who are or have been police officers, to provide the reader with different perspectives. Chapters are grouped into three sections: conceptual and methodological issues, special police groups, and recovery and treatment. The book concludes with a discussion of issues and identifies future directions for conceptualization, assessment, intervention, and effective treatment of psychological trauma in policing.

In this book Michael P. Leiter and Christina Maslach, the leading experts on job burnout prevention and authors of the landmark book *The Truth About Burnout*, outline their revolutionary new program for helping everyone in the workplace overcome everyday stress and pressures and achieve their career goals. *Banishing Burnout* includes the authors' unique and highly effective Work Life self-assessment test and a customized plan for action that will help transform the individual's relationship with work and overcome job burnout. The authors outline their proven action plan, which shows how to establish core values, set a personal direction, engage other people, initiate a realistic plan of action, make an impact, and achieve career goals. The book is filled with illustrative case examples from a wide variety of organizations, including corporations, health care institutions, universities, and nonprofit organizations. Each case demonstrates how the use of the Work Life self-survey and the individualized action plan can result in dramatic changes in the daily workplace experience and advance career development.

State of the art empirical knowledge about burnout among social workers is discussed in this comprehensive book. It illustrates and assesses problems with definitions and theoretical orientations to help clarify the overall conceptual vagueness that has plagued burnout research since its beginning. The expert contributors clearly demonstrate the importance of burnout measurement for theory and practice and establish important guidelines for subsequent research and theory develop-

ment in this area.

Meni Koslowsky presents here for the first time a way of modelling stress-strain that will enable researchers to both assess examples from the literature and correctly define and use the model in their own investigations. All stages from construction of the model to data analysis are covered, along with possible pitfalls. This book enables investigators to develop and test models for describing stress phenomena in their own settings. It provides an essential research tool for all those who assess stress and strain in their working lives.

Workplace health is now recognised as having major legal, financial and efficiency implications for organizations. Psychologists are increasingly called on as consultants or in house facilitators to help design work processes, assess and counsel individuals and advise on change management. The second edition of this handbook offers a comprehensive, authoritative and up-to-date survey of the field with a focus on the applied aspects of work and health psychology. An unrivalled source of knowledge and references in the field, for students and academics, this edition also reflects the need to relate research to effective and realistic interventions in the workplace. \* Editors are outstanding leaders in their fields \* Focuses on linking research to practice \* Over 50% new chapters. New topics include Coping, The Psychological Contract and Health, Assessment and Measurement of Stress and Well-Being, the Effects of Change, and chapters of Conflict and Communication Recognized as the leading measure of burnout, the Maslach Burnout Inventory (MBI) is validated by the extensive research that has been conducted in the more than 25 years since its initial publication. The MBI Surveys address three general scales: --Emotional Exhaustion measures feelings of being emotionally overextended and exhausted by one's work. --Depersonalization measures an unfeeling and impersonal response toward recipients of one's service, care treatment, or instruction. --Personal Accomplishment measures feelings of competence and successful achievement in one's work.

Identifies common signs of stress in parents, offers a six week program to recover from burnout, and explains how to recapture the joys of parenting

This book provides analysis of the construct of burnout, including its magnitude, a global research review, a typology of models and comparisons between professions. It also provides the views of mental health professionals, causes, symptoms and coping techniques, while comparing Eastern and Western approaches to mitigate the effects of burnout.

Burnout is a common metaphor for a state of extreme psychophysical exhaustion, usually work-related. This book provides an overview of the burnout syndrome from its earliest recorded occurrences to current empirical studies. It reviews perceptions that burnout is particularly prevalent among certain professional groups - police officers, social workers, teachers, financial traders - and introduces individual inter- personal, workload, occupational, organizational, social and cultural factors. Burnout deals with occurrence, measurement, assessment as well as intervention and treatment programmes. This textbook should prove useful to occupational and organizational health and safety researchers and practitioners around the world. It should also be a valuable resource for human resources professional and related management professionals.

The psychological concept of burnout refers to long-term exhaustion from, and diminished interest in, the work we do. It's a phenomenon that most of us have some understanding of, even if we haven't always been affected directly. Many people start their working lives full of energy and enthusiasm, but far fewer are able to maintain that level of engagement. *Burnout at Work: A Psychological Perspective* provides a comprehensive overview of how the concept of burnout has been conceived over recent decades, as well as discussing the challenges and possible interventions that can help confront this pervasive issue. Including contributions from the most eminent researchers in this field, the book examines a range of topics including: The links between burnout and health How our individual relationships at work can affect levels of burnout The role of leadership in mediating or causing burnout The strategies that individuals can pursue to avoid burnout,

as well as wider interventions. The book will be required reading for anyone studying organizational or occupational psychology, and will also interest students of business and management, and health psychology.

This book integrates the growing clinical research evidence related to the emerging transdisciplinary field of occupational health and wellness. It includes a wide range of important topics, ranging from current conceptual approaches to health and wellness in the workplace, to common problems in the workplace such as presenteeism/abstenteeism, common illnesses, job-related burnout, to prevention and intervention methods. It consists of five major parts. Part I, "Introduction and Overviews," provides an overview and critical evaluation of the emerging conceptual models that are currently driving the clinical research and practices in the field. This serves as the initial platform to help better understand the subsequent topics to be discussed. Part II, "Major Occupational Symptoms and Disorders," exposes the reader to the types of critical occupational health risks that have been well documented, as well as the financial and productivity losses associated with them. In Part III, "Evaluation of Occupational Causes and Risks to Workers' Health," a comprehensive evaluation of these risks and causes of such occupational health threats is provided. This leads to Part IV, "Prevention and Intervention Methods," which delineates methods to prevent or intervene with these potential occupational health issues. Part V, "Research, Evaluation, Diversity and Practice," concludes the book with the review of epidemiological, measurement, diversity, policy, and practice issues—with guidelines on changes that are needed to decrease the economic and health care impact of illnesses in the workplace, and recommendations for future. All chapters provide a balance among theoretical models, current best-practice guidelines, and evidence-based documentation of such models and guidelines. The contributors were carefully selected for their unique knowledge, as well as their ability to meaningfully present this information in a comprehensive manner. As such, this Handbook is of great interest and use to health care and rehabilitation professionals, management and human resource personnel, researchers and academicians alike.

Leading international scholars focus on organisational well being in its widest sense, and is concerned with reviewing the factors which are associated with ill health, as well as those which promote positive health and well being.

Current Issues in Work and Organizational Psychology is a series of edited books that reflect the state-of-the-art areas of current and emerging interest in the psychological study of employees, workplaces and organizations. Each volume focuses on a particular topic and consists of chapters contributed by international experts, with an introductory overview written by the editors, who are leading figures in their areas. For the first time, this book offers a comprehensive new collection which gathers together some of the most influential chapters from the series into one volume, providing an essential overview of the hottest topics in work and organizational psychology. Including 24 chapters by many of the leading researchers in the field, the book is split into two parts; the individual in the workplace, and how individuals are organized at work. Topics such as burnout, recruitment, well-being and organizational change are covered, as well as research on emerging topics such as flow, humor, i-deals and socialization. With an introduction and conclusion by Professor Sir Cary Cooper, this is the ideal companion for any student or practitioner looking for an insightful overview of the most researched topics in work and organizational psychology.

Wherever people are working, there is some type of stress—and where there is stress, there is the risk of burnout. It is widespread, the subject of numerous studies in the U.S. and abroad. It is also costly, both to individuals in the form of sick days, lost wages, and emotional exhaustion, and to the workplace in terms of the bottom line. But as we are now beginning to understand, burnout is also preventable. Burnout for Experts brings multifaceted analysis to a multilayered problem, offering comprehensive discussion of contributing factors, classic and less widely perceived markers of burnout, coping strategies, and treatment methods. International perspectives consider phase models of burnout and differentiate between burnout and related physical and mental health conditions. By focusing on specific job and life variables including workplace culture and gender aspects, contributors give professionals ample means for recognizing burnout as well as its warning signs. Chapters on prevention and intervention detail effective programs that can be implemented at the individual and organizational levels. Included in the coverage:

- History of burnout: a phenomenon.
- Personal and external factors contributing to burnout.
- Depression and burnout
- Assessment tools and methods.
- The role of communication in burnout prevention.
- Active coping and other intervention strategies.

Skillfully balancing scholarship and accessibility, Burnout for Experts is a go-to resource for health psychologists, social workers, psychiatrists, and organizational, industrial, and clinical psychologists.

Information professionals are under constant stress. Libraries are ushering in sweeping changes that involve the closing of branches and reference desks, wholesale dumping of print, disappearing space, and employment of non-professional staff to fill what have traditionally been the roles of librarians. Increasing workloads, constant interruptions, ceaseless change, continual downsizing, budget cuts, repetitive work, and the pressures of public services have caused burnout in many information professionals. Managing Burnout in the Workplace concentrates on the problem of burnout, what it is and how it differs from chronic stress, low morale, and depression. The book addresses burnout from psychological, legal, and human resources perspectives. Chapters also cover how burnout is defined, symptom recognition, managing and overcoming burnout, and how to avoid career derailment while coping with burnout. Focuses on burnout in relation to information professionals and their work Explores how burnout is identified and diagnosed and how it is measured in the workplace Provides an overview of interdisciplinary research on burnout, incorporating studies from various areas

"Recommended. Undergraduates through faculty/researchers; professionals/practitioners; general readers." - Choice Includes well over 500 A-Z entries of between 500 and 7,500 words in length covering the main topics, key concepts, and influential figures in the field of clinical psychology Serves as a comprehensive reference with emphasis on philosophical and historical issues, cultural considerations, and conflicts Offers a historiographical overview of the ways in which research influences practice Cites the best and most up-to-date scientific evidence for each topic, encouraging readers to think critically 5 Volumes www.encyclopediaclinicalpsychology.com

A rapidly growing number of people experience psychological strain at their workplace. In almost all industrialized countries, absenteeism and turnover rates increase, and an increasing amount of workers receive disablement benefits because of psychological problems. This book, first published in 1993, concentrates on a specific kind of occupational stress: burnout, the depletion of energy resources as a result of continuous emotional demands of the job. This volume presents theoretical perspectives that had been developed in the United States and Europe, discusses methodological issues, and examines organisational contexts. Written by an international group of leading scholars, this book will be of interest to students of both psychology and human resource management. Burnout is rampant. Recognize the signs and make the right changes. The always-on workplace and increasing pressures are leading to a high rate of burnout. Unmanaged, chronic work stress doesn't just lead to lower productivity and negative emotions—it can have dire personal and professional consequences. Are you and your team at risk? The HBR Guide to Beating Burnout provides practical tips and advice to help you, your team, and your organization navigate the perils of burnout and rediscover healthy engagement at work. You'll learn how to: Understand the difference between normal stress and burnout Keep your passion for work from leading to burnout Avoid working from home burnout Protect your high performers from burnout Help prevent burnout on your team—even if you're burned out Bounce back and regain your productivity and effectiveness Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

In Couple Burnout, Ayala Pines offers a unique model to combat relationship burnout by describing the phenomenon of couples burnout; its causes, danger signs and symptoms; and the most effective strategies therapists can use. Distinguishing burnout from problems caused by clinical depression or other pathologies, Pines combines three major clinical perspectives that are used by couple therapists—psychodynamic, systems and behavioral—with additional approaches that focus attention on the social-psychological perspective and existential perspective to couples' problems.

Occupational health psychology is a relatively young specialty within the science and practice of psychology. This handbook is designed to consolidate and organize the emerging knowledge in the field from the interdisciplinary perspectives of an international group of scholars and researchers. Part I includes 5 chapters designed to provide historical, contemporary, and future-oriented perspectives on this emerging specialty after first discussing prevention and public health in occupational settings. Part II includes 6 chapters that address key causes of health and safety at work as well as key risks to health and safety, focusing on factors both within the specific workplace as well as broader occupational factors and factors from the personal life domain. Regardless of how effectively organizations design prevention and public health programs to protect the health and safety of people at work, some experience symptoms and health disorders. The first 2 chapters in Part III focus on two key symptoms or health disorders, and the remaining 4 chapters address specific primary, secondary, or tertiary interventions for health and safety. The volume concludes with a 3-

chapter part addressing issues of epidemiology, program evaluation, and socioeconomic cost-benefit analysis. (PsycINFO Database Record (c) 2004 APA, all rights reserved)

This book is a new comprehensive and thought-provoking resource that examines stress in organizational contexts. It reviews the sources and outcomes of job-related stress, the methods used to assess levels and consequences of occupational stress, along with the strategies that might be used by individuals and organizations to confront stress and its associated problems. It focuses on the future of work, where it is going and the role industrial and organizational psychologists can play in better understanding the dynamics of occupational stress. An excellent resource for Ph.D. students, academics and professionals.

Various articles are presented covering psychological, sociological and cross-cultural topics or relevance to religious/spiritual researchers and academics.

Patient-centered, high-quality health care relies on the well-being, health, and safety of health care clinicians. However, alarmingly high rates of clinician burnout in the United States are detrimental to the quality of care being provided, harmful to individuals in the workforce, and costly. It is important to take a systemic approach to address burnout that focuses on the structure, organization, and culture of health care. Taking Action Against Clinician Burnout: A Systems Approach to Professional Well-Being builds upon two groundbreaking reports from the past twenty years, To Err Is Human: Building a Safer Health System and Crossing the Quality Chasm: A New Health System for the 21st Century, which both called attention to the issues around patient safety and quality of care. This report explores the extent, consequences, and contributing factors of clinician burnout and provides a framework for a systems approach to clinician burnout and professional well-being, a research agenda to advance clinician well-being, and recommendations for the field.

This book is a collection of selected papers presented at the Annual Meeting of the European Academy of Management and Business Economics (AEDEM), held at the Faculty of Economics and Business of the University of Barcelona, 05 - 07 June, 2012. This edition of the conference has been presented with the slogan "Creating new opportunities in an uncertain environment". There are different ways for assessing uncertainty in management but this book mainly focused on soft computing theories and their role in assessing uncertainty in a complex world. The present book gives a comprehensive overview of general management topics and discusses some of the most recent developments in all the areas of business and management including management, marketing, business statistics, innovation and technology, finance, sports and tourism. This book might be of great interest for anyone working in the area of management and business economics and might be especially useful for scientists and graduate students doing research in these fields.

The purpose of this book is to summarise the state of the science in the study of stress and burnout among health care professionals. Moreover, this book seeks to set the agenda for future research in the areas of stress and burnout. Despite the popularity of these topics as subjects for empirical study, particularly among health professionals, there has been no attempt to build a comprehensive summary of the literature concerning stress and burnout in health care. This book fills the void by bringing together leaders in the academic study of stress and burnout and by summarising the research on the measurement of stress and burnout, the unique causes of this condition for health care professionals as well as the consequences of stress and burnout and the patients they serve. It covers evidence-based mechanisms for the prevention and reduction of stress and burnout. Each chapter provides a synthesis of the critical stress and burnout literature as well as ideas for what research is needed to fill current voids in the literature. Final chapter of the book provides a research agenda to promote research concerning this phenomenon in health professions.

Imagine this . . . you are leading a team that is full of energy, enthusiasm, creativity, cooperation, and participation. Team members enjoy working with one another and the nature of the work itself. Simply put, the team is a pleasure to engage with and they help you achieve organizational goals – on time and under budget. Sounds great – right? Of course it does . . . but it may not be your reality. Your team's success is impacted by changes within the work environment, and as a leader, manager, human resources professional or organizational development consultant you are constantly striving to address threats to employee engagement and well-being. One such threat is the global phenomenon: burnout. Fired Up! offers a framework and collection of interconnected principles that can help you build a positive and effective work environment. It serves as a starting point for people leaders (and those that work with people leaders) to understand burnout and engagement while developing a plan of action. Inspired by the stories, anecdotes, and strategies included in the book, you will find support and tools for creating an environment that fosters engage-

ment for your team. Gain an insight into the causes and consequences of burnout, learn how to assess your team and work environment and become aware of the conditions that can shift your team from burnout to engagement.

Move Beyond Time Management Become a Time Master Have you tried the latest time management techniques and still feel overwhelmed? Are you fed up with having to 'think' about prioritis-

ing, decision making and squeezing things in? Do you wish life would just flow better? Then this is the book for you. This book will allow you to master your own time and not be controlled by other people's priorities. Understand how your own preferences, style and interests impact how you use your time and be able to: - Incorporate simple changes in your day to day activities that give you

back control. - Learn how other people see time and how you can use that to help them become more efficient and effective. - Make the most of your time for the things that are important to you. Whether you want to get more done at work, delegate better, manage the priorities at home or just spend more time doing things that bring you joy, Karen and John will help you develop an approach to time that is efficient and fits with your unique personality.