

## Maslach Burnout Inventory Mbi

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.

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.

This handbook focuses on organizational 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. In it, leading international scholars focus on the key issues around measuring well being, and individual and organizational factors.

This book (vol. 1) presents the proceedings of the IUPESM World Congress on Biomedical Engineering and Medical Physics, a triennially organized joint meeting of medical physicists, biomedical engineers and adjoining health care professionals. Besides the purely scientific and technological topics, the 2018 Congress will also focus on other aspects of professional involvement in health care, such as education and training, accreditation and certification, health technology assessment and patient safety. The IUPESM meeting is an important forum for medical physicists and biomedical engineers in medicine and healthcare learn and share knowledge, and discuss the latest research outcomes and technological advancements as well as new ideas in both medical physics and biomedical engineering field.

This book describes a number of simple and effective measures for the primary prevention of selected mental, neurological and psychosocial disorders. Addressed to policy-makers as well as mental health professionals, the book aims both to increase awareness of the potential of primary prevention and to encourage the use of specific interventions. With these goals in mind, the book restricts its recommendations to measures whose effectiveness has been firmly documented in the scientific and clinical literature. Four disorders are covered: mental retardation, epilepsy, suicide, and burnout of health care staff. These were selected for inclusion on the basis of their relative frequency as well as the strength of evidence that primary prevention is both feasible and effective. The book adopts a public health approach, arguing that the multifactorial etiology of most mental and neurological disorders requires broad-based strategies involving many different sectors. Recommended lines of action range from simple procedures for lowering body temperature in feverish children through strategies involving genetic counseling and screening during pregnancy to measures at the legislative level including enforced iodization of salt to prevent cretinism and gun control or domestic gas detoxification as proven methods of suicide prevention. The book has five chapters. The first outlines the principles of primary prevention as these apply to mental, neurological, and psychosocial disorders, and summarizes the evidence supporting the effectiveness and feasibility of strategies for primary prevention. Chapter two on mental retardation, provides a guide to measures for the primary prevention of iodine deficiency, Down syndrome, fetal alcohol syndrome, and phenylketonuria. Each disorders is discussed according to a common format that includes information on the size of the problem, risk factors and causes, and measures available for primary prevention. The remaining chapters provide similarly detailed advice on measures for the primary prevention of epilepsy, suicide, and burnout of professional and family caregivers.

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.

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.

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.

The first complete guide to burnout, based on groundbreaking new research. It shows how you can tell whether you really have burnout, and helps you shape a strategy for recovery that will work for you. Are you always exhausted? Unable to feel for others or for life's pleasures? Find it hard to concentrate and take in what you read? You may have burnout. Burnout is widespread among high achievers in the workplace, in business and in caring professions like health and teaching. Parents with new babies and those caring for the elderly and people with disabilities are also at risk. Although burnout is so common, it's often undiagnosed or misdiagnosed - most commonly as depression. Drawing on groundbreaking new research, this book hands you the tools to work out whether you have burnout - or not. The good news? It is possible to recover from even severe burnout. The authors show you how to recognise your own burnout pattern, how far you have travelled into burnout territory, and provide a broad-based management approach to help you regain your spark and build your resilience. With fascinating new insights into the biology of burnout, and stories from people who have brought themselves back from the brink, Burnout is a complete guide for anyone who suspects they may have burnout, for their families, for health professionals and employers. 'I cried reading parts of this book. Profoundly insightful, with information that is superbly liberating about a phenomenon that imprisons too many of us. Highly recommended.' - Dr Sonia Henry, bestselling author of Going Under 'Burnout doesn't have to mean the end of your career.' - Alice Cooney, Principal Solicitor, Office of Public Prosecutions Victoria

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 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.

#### Maslach Burnout Inventory Manual

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.

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.

This book examines burnout as a worldwide pandemic and by means of the phase model. It is examined in terms of its contemporary, historical, social and industrial basis. Its effects are seen - system costs, environmental problems, mental, physical and emotional strains - and solutions suggested.

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.

Examines teacher burnout and its impact on American education

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.

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.

Bringing together twenty-nine noted experts in various therapeutic and stress management fields, it details the history, conditions for use, and key references for finding the measure and psychometrics of twenty-one different instruments used in the evaluation of stress.

This book is a major revision of R. Golembiewski, R.F. Munzenrider, and J.G. Stevenson's *Stress in Organizations: Toward a Phase Model of Burnout*. The authors use some of the same basic data to develop the phase model of burnout, and then examine the support for the model that has emerged since the first book was published. . . . This is a logically constructed progression with a high level of statistical sophistication. The authors have included a great deal of data (presented in tables, graphs, and figures) and a comprehensive bibliography. The writing style is consistent with the content, producing a professional book suited for advanced students and specialists. *Choice Phases of Burnout* provides effective, practical methods of dealing with burnout. Including an easy-to-administer test of strain, the book describes norms to gauge the seriousness of burnout and to guide ameliorative efforts. The authors demonstrate how the incidence of burnout can be estimated with little cost and in various organizational settings. The test assigns individuals to one of eight phases of burnout. These phases co-vary with numerous personal and organizational measures of satisfaction and well-being. The phase model is thus the basis for efforts to remedy the widespread and persistent incidence of burnout. "Stress in Organizations" presents evidence that burn-out is epidemic in all organizations, not just people-oriented ones, and simple solutions, such as stress management workshops, aren't always the answer. The book develops a model of burn-out based upon extensive research and organizational case studies. In addition to identifying the phases of burn-out, personality, and organizational factors in its development, the authors suggest treatment and policy implications. Human resources managers, in fact managers at all levels, will find the book useful and eye-opening.

This book offers researchers a systematic and accessible introduction to using a Bayesian framework in structural equation modeling (SEM). Stand-alone chapters on each SEM model clearly explain the Bayesian form of the model and walk the reader through implementation. Engaging worked-through examples from diverse social science subfields illustrate the various modeling techniques, highlighting statistical or estimation problems that are likely to arise and describing potential solutions. For each model, instructions are provided for writing up findings for publication, including annotated sample data analysis plans and results sections. Other user-friendly features in every chapter include "Major Take-Home Points," notation glossaries, annotated suggestions for further reading, and sample code in both Mplus and R. The companion website ([www.guilford.com/depaoli-materials](http://www.guilford.com/depaoli-materials)) supplies datasets; annotated code for implementation in both Mplus and R, so that users can work within their preferred platform; and output for all of the book's examples.

Available online, or as a 5-volume print set, *The Encyclopedia of Clinical Psychology* includes well over 500 A-Z entries covering the main topics, key concepts, and influential figures in this field. Serves as a comprehensive reference with particular emphasis on the scientific basis of the field; philosophical and historical issues; cultural considerations; and conflicts and controversies Offers an historiographical overview, demonstrating how concepts have developed over time and the ways in which research influences practice Cites the best and most up-to-date scientific evidence for each topic and encourages readers to think critically when evaluating the validity of various scientific claims, theories, and techniques Available on Wiley Online Library with interactive cross-referencing links and powerful searching and browsing capabilities within the work, or as a five-volume print set

This book shows how to recognize, prevent and cure burnout syndrome for nurses, teachers, counselors, doctors, therapists, police, social workers, and anyone else who cares about and for people. Christina Maslach, the leading pioneer in research on burnout, offers help using illustrative examples and first-hand accounts. She points out what causes the feelings of emotional exhaustion, the callous indifference to people's problems, and the sense of inadequacy about one's ability to help and relate to others.

Defines the causes and symptoms of job burnout and tedium as well as offering strategies for coping with job pressures and avoiding the physical, emotional, and psychological exhaustion resulting in burnout

Multi-item surveys are frequently used to study scores on latent factors, like human values, attitudes and behavior. Such studies often include a comparison, between specific groups of individuals, either at one or multiple points in time. If such latent factor means are to be meaningfully compared, the measurement structures including the latent factor and their survey items should be stable across groups and/or over time, that is 'invariant'. Recent developments in statistics have provided new analytical tools for assessing measurement invariance (MI). The aim of this special issue is to provide a forum for a discussion of MI, covering some crucial 'themes': (1) ways to assess and deal with measurement non-invariance; (2) Bayesian and IRT



methods employing the concept of approximate measurement invariance; and (3) new or adjusted approaches for testing MI to fit increasingly complex statistical models and specific characteristics of survey data. The special issue started with a kick-off meeting where all potential contributors shared ideas on potential papers. This expert workshop was organized at Utrecht University in The Netherlands and was funded by the Netherlands Organization for Scientific Research (NWO-VENI-451-11-008). After the kick-off meeting the authors submitted their papers, all of which were reviewed by experts in the field. The papers in the eBook are listed in alphabetical order, but in the editorial the papers are introduced thematically. Although it is impossible to cover all areas of relevant research in the field of MI, papers in this eBook provide insight on important aspects of measurement invariance. We hope that the discussions included in this special issue will stimulate further research on MI and facilitate further discussions to support the understanding of the role of MI in multi-item surveys.

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 provides the most thorough view available on this new and intriguing dimension of workplace psychology, which is the basis of fulfilling, productive work. The book begins by defining work engagement, which has been described as 'an opposite to burnout,' following its development into a more complex concept with far reaching implications for work-life. The chapters discuss the sources of work engagement, emphasizing the importance of leadership, organizational structures, and human resource management as factors that may operate to either enhance or inhibit employee's experience of work. The book considers the implications of work engagement for both the individual employee and the organization as a whole. To address readers' practical questions, the book provides in-depth coverage of interventions that can enhance employees' work engagement and improve management techniques. Based upon the most up-to-date research by the foremost experts in the world, this volume brings together the best knowledge available on work engagement, and will be of great use to academic researchers, upper level students of work and organizational psychology as well as management consultants.

During the past two decades, the nature of work has changed dramatically, as more and more organizations downsize, outsource and move toward short-term contracts, part-time working and teleworking. The costs of stress in the workplace in most of the developed and developing world have risen accordingly in terms of increased sickness absence, labour turnover, burnout, premature death and decreased productivity. This book, in one volume, provides all the major theories of organizational stress from the leading researchers and writers in the field. It is a guide to identifying the sources of pressures in jobs and the workplace so that we may be able to intervene to change and manage the growing problem of organizational 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.

The most popular measure of burnout has been the Maslach Burnout Inventory (MBI) ever since it was introduced in 1981 (Maslach & Jackson, 1981; Schaufeli & Enzmann, 1998). Maslach and Jackson (1981, 1986) defined burnout as a three-dimensional syndrome of Emotional Exhaustion (feeling emotionally drained by one's contact with other people), Depersonalization (negative feelings and cynical attitudes toward the recipients of one's service or care), and reduced Personal Accomplishment (a tendency to evaluate negatively one's own work) that occurs among individuals who work with people in some capacity. CONTENTS: Using the MBI-human services survey - The MBI-general survey - The MBI-educators survey - Current and future research.

Published in association with the European Academy of Occupational Health Psychology (EAOHP) and the Society for Occupational Health Psychology (SOHP), Contemporary Issues in Occupational Health Psychology is a definitive new series presenting state-of-the-art work by leading academics and practitioners in the field. Topics include workplace health intervention evaluation, economic stress and employee well-being, work-family positive spillover, psychological flexibility, and health at work. Contributors to this first volume include Arnold Bakker, Frank Bond, Maureen Dollard, Leslie Hammer, Robert Karasek, Michiel Kompier, Tahira Probst, Wilmar Schaufeli, Arie Shirom, Robert Sinclair, Toon Taris and Töres Theorell.

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