



Dealing with Stress and Burnout



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Introduction

Welcome to the Stress and Burnout Management module! In this module, we will explore the critical topic of stress and burnout, particularly in the context of entrepreneurship.

Throughout this module, we will delve into the theoretical foundations of stress and burnout, understanding their impact on our well-being and entrepreneurial performance.

To ensure an engaging and effective learning experience, this module incorporates micro-learning activities. These activities are designed to provide practical tools and strategies to help you effectively manage stress and prevent burnout.





Learning Objectives

- *Understand the concept of stress and burnout in the context of entrepreneurship.*
- *Identify key stressors that commonly affect entrepreneurs and their impact on well-being and performance.*
- *Explore strategies to minimize or eliminate significant stressors in the entrepreneurial environment.*
- *Recognize the importance of secondary interventions, such as counseling, in reducing stress and preventing job dissatisfaction.*
- *Analyze the impact of burnout on task performance and adaptability to change in an entrepreneurial setting.*
- *Discover practical techniques to manage stress, prevent burnout, and maintain well-being while pursuing entrepreneurial goals.*



BURNOUT DEFINITION

Burnout is defined as **becoming exhausted by demanding too much energy, strength, or resources**. Burnout was introduced by psychiatrist Freudenberg in 1974, and it's related to:



Lack of motivation



Lack of commitment to work



Syndrome of emotional exhaustion,



Depersonalization



Reduced personal accomplishment.



Burnout can **lead to health problems and deterioration** in the quality of care or service provided.

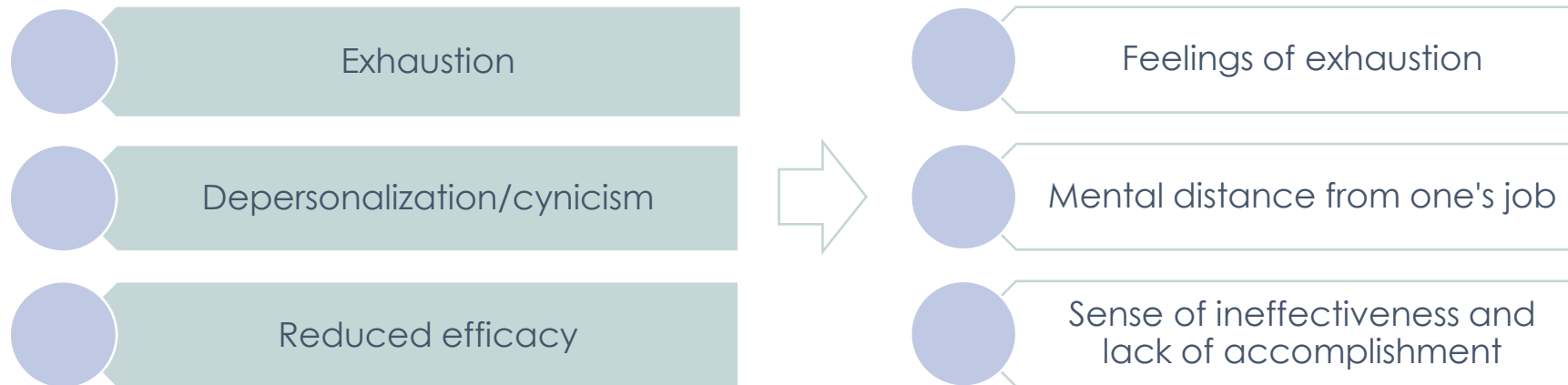
Maslach, C. (1986). Stress, burnout, and workaholism.

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BURNOUT DEFINITION

The Maslach Burnout Inventory (MBI) scale measures burnout and its outcomes, such as absenteeism and low productivity. The **three main dimensions** of burnout are:



According to the World Health Organization (WHO), burnout is a syndrome resulting from **chronic workplace stress** that has not been successfully managed.

Burnout should be applied **specifically to the occupational context** and not to other areas of life

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PRIMARY RESOURCES FOR THIS ENEMY

Detrimental effects on organizations, particularly startups. This occurs when an entrepreneur becomes overwhelmed with stress and considers giving up

Prevented by **psychological capital and passion**



Qualities often found in entrepreneurs

Factors: Chronic resource limitations, high expectations, and a loss of hope

Psychological capital component: hope – a critical factor in both the downward spiral into burnout and the subsequent renewal of passion and energy

(Ross et al., 2021)



PRIMARY RESOURCES FOR THIS ENEMY

Burnout prevention:

- Employee assistance
- Training programs
- Effective leadership
- Social support



Strong sense of passion → Effective defense against burnout

Reduced financial resources → Burnout: sleep deprivation, overall physical exhaustion, deteriorating health, limited social life and challenges in personal life

(Castanheira and Chambel 2010; De Hoogh and Den Hartog 2009; Alarcon 2011; Ross et al., 2021)

IMPACTS AND DANGERS

Consequences for both organizations and entrepreneurs

Consequences for both organizations and entrepreneurs

Impacts the functioning of an organization

Life-changing for entrepreneurs

Emotional exhaustion

Sense of being completely drained



IMPACTS AND DANGERS

Decline in personal achievements

Feeling of self-alienation

Cynical attitudes towards customers and colleagues

Reduced work effort, decreased job satisfaction, increased intentions to quit, and decreased creativity

These negative outcomes can potentially lead to the premature termination of an entrepreneurial venture



HOW TO DEAL WITH ENEMIES



Identify and address stressors



Recognize and eliminate or minimize significant stressors in the work environment.



Seek secondary interventions



If eliminating stressors is challenging, implement secondary interventions to manage and cope with stress.



Consider counseling



As a tertiary intervention, counseling can help entrepreneurs severely affected by stress reduce their intention to quit.

HOW TO DEAL WITH ENEMIES



Use compensation strategies:



Compensation has been found to be effective in mitigating the negative effects of burnout on task performance and adaptivity to change.



Employ selection, optimization, and compensation:



Combined use of selection, optimization, and compensation strategies can buffer the detrimental effects of disengagement on task performance.



Manage exhaustion:



Recognize that exhaustion is negatively associated with task performance and develop strategies to address it.

HOW TO DEAL WITH ENEMIES



Address disengagement from work:



Disengagement from work can negatively impact adaptivity to change, so it's crucial to find ways to foster engagement.



Consider health-related processes:



Job demands can initiate a health-related process that influences task performance through exhaustion.



Understand performance dimensions:



Different psychological processes link burnout or work engagement to various performance dimensions, highlighting the need for a comprehensive approach.

HOW TO DEAL WITH ENEMIES



Provide job design training:



Organizations can offer training to help employees design their jobs in a motivating and feasible manner, reducing negative consequences.



Embrace compensation as a coping mechanism:



Compensation refers to utilizing alternative methods to sustain functioning when original means are no longer accessible.



Consider developmental regulation:



Understanding how individuals maintain functioning despite changes in resources is essential, especially when managing temporary or permanent losses or declines in resources.

SUCCESSFUL EXAMPLES



Arianna Huffington (Thrive Global, The Huffington Post)

Source: "Arianna Huffington on The Daily Show: How Burnout Led to Thrive Global" (Thrive Global)

<https://thriveglobal.com/stories/arianna-huffington-on-the-daily-show-how-burnout-led-to-thrive-global/>

SUCCESSFUL EXAMPLES



Richard Branson (Virgin Group)

Source: "Richard Branson on How to Prevent Burnout" (Entrepreneur)

<https://www.entrepreneur.com/video/330957>

SUCCESSFUL EXAMPLES



Sara Blakely (SPANX)

Source: "Sara Blakely on The School of Greatness

Podcast: On Being an Entrepreneur and Managing Stress" (The School of Greatness)

<https://lewishowes.com/podcast/sara-blakely-on-failure-resilience-and-inventing-spanx/>

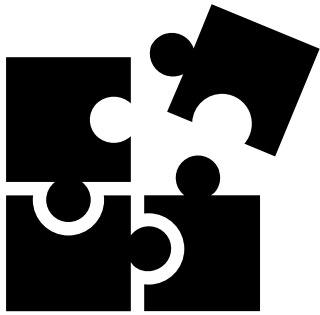
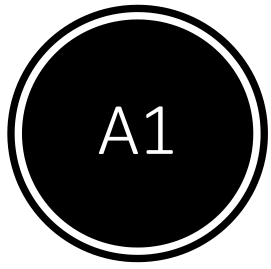
SUCCESSFUL EXAMPLES



Mark Cuban (Dallas Mavericks, Shark Tank)

Source: "Mark Cuban: How to Deal with Stress and Anxiety as an Entrepreneur" (Business Insider)

<https://www.businessinsider.com/mark-cuban-how-to-deal-with-stress-anxiety-2016-3>



Drag and drop

Instructions:

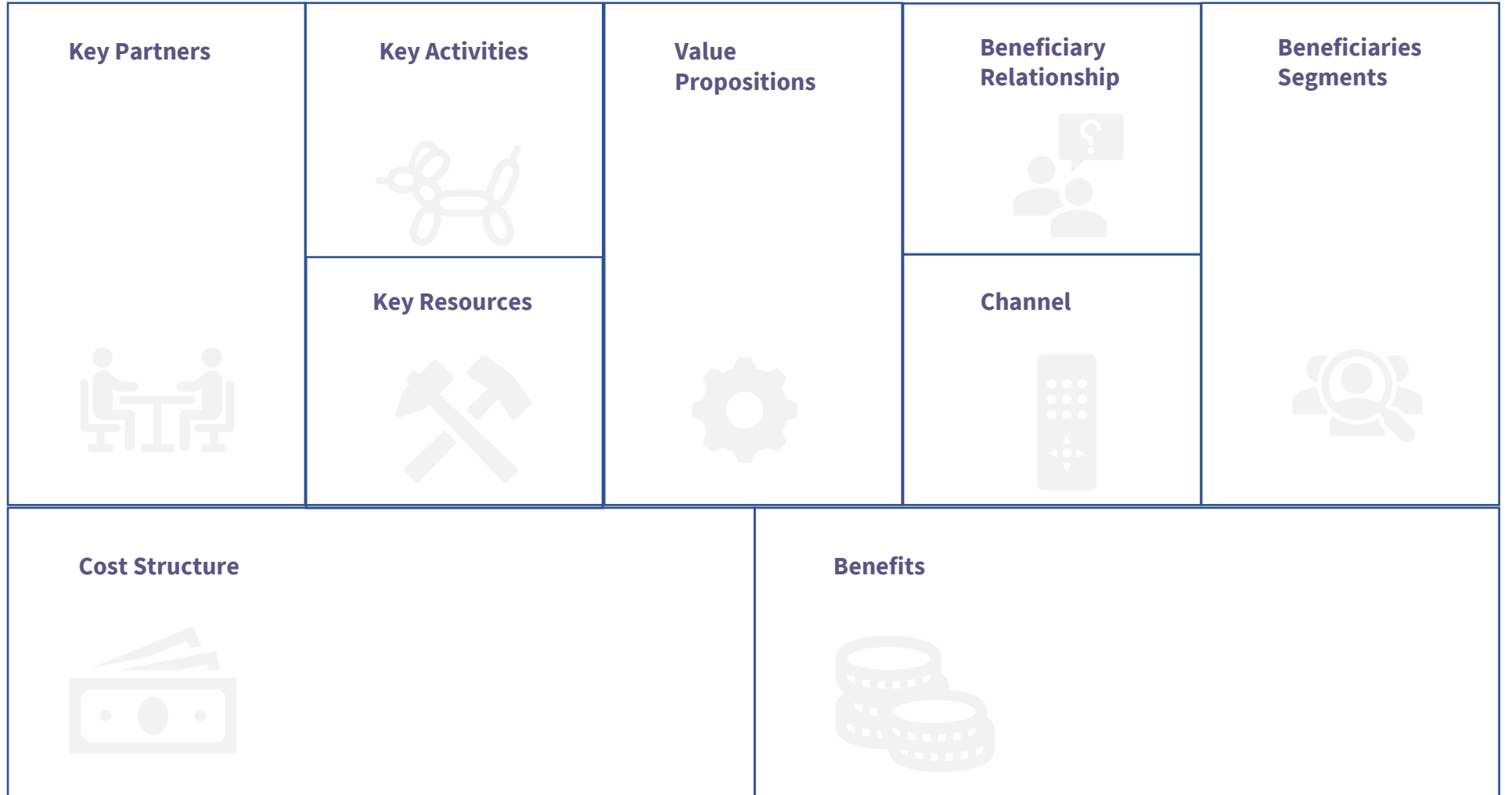
Drag and drop the correct statements or solutions into the corresponding categories.

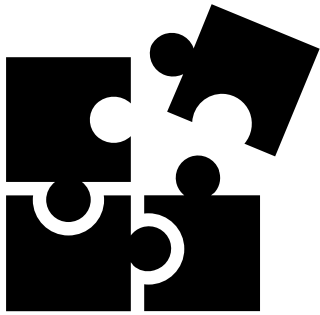
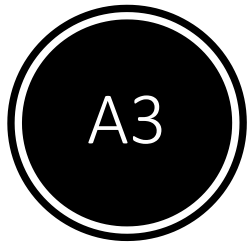
Arrange the statements in the appropriate order to demonstrate a logical flow of stress management strategies.

Once completed, review the final arrangement for feedback and understanding.



Burnout Prevention and Management Canvas





Stress and Burnout in Entrepreneurship Quiz

Objective: To assess knowledge and understanding of stress and burnout in the context of entrepreneurship.

Instructions:

- Select the most appropriate answer for each question.
- Choose only one option for each question.
- Once completed, review your answers and click

"Submit" to receive your score and feedback.



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