

Burnout – Stressors

Personal factors

- Stressful events occurring in personal and/or family life
- Problems with setting limits
- Poor lifestyle habits (e.g., alcohol or other substances)
- Being self-demanding (e.g., perfectionism)
- Fear of failure
- Perception of situations
- Low self-esteem
- Psychological or physical health problem
- Personality type
- Experiences from the past
- Facing uncertainty and powerlessness
- Success orientation and competitiveness
- Losing meaning of life
- Value conflict

Stress related to financial situation

- Financial insecurity
- Indebtedness
- Precarious employment
- Economic conditions
- Familial responsibilities

Sources of organizational stress

- Work overload (subjective and objective)
- Under-utilization of skills
- Time pressure
- Schedule
- Dealing with unknown situations
- Pressure from responsibilities
- Decision-making challenges
- Lack of support from colleagues
- Lack of valuation and recognition
- No job protection
- Lack of support from managers
- Rigidity of management
- Conflicts at work
- Interpersonal relationships
- Discrimination at work
- Work-life balance
- New technologies
- Organizational changes
- Nature of professional activities
- Legal and administrative obligations
- Risk of errors and lawsuits threats
- Role ambiguity
- Arduousness of client's needs
- Danger exposure

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