

2021 NSCA PERSONAL TRAINERS VIRTUAL CONFERENCE

#NSCAPT21

CONFLICT OF INTEREST STATEMENT

I have no actual or potential conflict of interest in relation to this presentation.

Turnout for Burnout:

A Personal Trainers' Guide to Improving Mental Health

- Mental health includes our emotional, psychological, and social well-being
- It affects how we think, feel, and act
- Determines how we:
 - Handle stress
 - Relate to others
 - Make choices
- What is Burnout?
- Why is this important?
- What are the causes of burnout?
- What are the warning signs of burnout?
- How can personal trainers avoid or overcome burnout?



What is 'Burnout'?

- Multi-factorial negative psychological syndrome
- Characterized by chronic physical, emotional, or social withdrawals from previously enjoyed profession or activity
- Manifestation of psychological and physiological distress related to how an individual perceives his/her job situation
- Changes in your emotional responses to daily stressors related to employment

What is 'Burnout'?



- Burnout present in all fields
- May be greater in service-related occupations
 - Personal Trainers, Nurses, Physicians, Educators, Athletic Trainers
- Job burnout has 3 main components:
 1. Emotional exhaustion: “drained” due to work and suffering on emotional level
 2. Depersonalization: emotional distancing from people for whom they are responsible
 3. Reduced personal accomplishment: total lack of motivation for the job



Factors Associated with Burnout

- Number of hours worked
 - 3% increased risk for each hour worked per week above average amount
 - 2% for each hour spent doing work-related tasks at home
- Intentions to quit
- Job satisfaction
- Sex/Gender
- Fitness level
- Marital status
- Living situation
- Mental Toughness



Prevalence of Burnout



U.S. Workforce: 28%



Physicians: 46%



Nurses: 9-67%



Athletic Trainers: 38-46%



Personal Trainers: 33%



Strength Coaches: 32%

Why this is important?

- Effects the psychological and physiological state of the individual
- Increases in burnout may negatively affect self-perception and empathy toward a client
 - Leads to decreases in work performance and judgment
 - Increases in work-related errors
- Each unit increase in depersonalization, medical error rates increased by 11%
 - Each additional point in emotional exhaustion, error rates increased by another 5%
- Decreasing burnout may result in decreased client injuries or litigious situations for the personal trainer
 - Increases in occupational errors when experiencing burnout



The Personal Trainer

- Service-oriented profession
 - Offer intangible services similar to nurses, doctors, educators
- Main objective is to provide guidance and knowledge to:
 - Build and maintain a healthy, sustainable lifestyle
 - Improve quality of life
 - Increase performance
- To be successful, proficiency in:
 - Program design and evaluation
 - Ability to monitor and track progress variables
 - Ability to manipulate training variables to provide continually progress



The Personal Trainer

What a Personal Trainer actually does:

- Consultant
- Emotional Support
- Mentor
- Teacher/Educator
- Salesman
- Marketer
- Group dynamics expert
- Knowledgeable in several fields of study
 - Physiology, Nutrition, Biomechanics
- Good portion of “work” occurs in off-hours
 - Scheduling, obtaining clients, weekly reports, designing programs, continuing education



Causes of Burnout

JOB DEMANDS

Emotional labor

- Additional energy and effort to maintain performance level

Extensive work hours

- Peak client times early morning and evenings

Job responsibilities

Time management & organizational skills

JOB RESOURCES

Low salary level/low commission rates

Unrewarding environment/lack of recognition

Low funding to fix/replace/add equipment

Lack of control/assistance

Problems with workplace relationships



Causes of Burnout

- Perfectionist approach to training
- Lack of assertiveness or control with clients
- Poor stress coping abilities
- Reduced time for social life, leisure activities, & personal fitness regimen
 - Decreased level of health and wellness
 - 59% of AT's did not meet minimal PA guidelines for health and fitness
 - Greater prevalence for cardiovascular, musculoskeletal, and respiratory diseases
 - Increased infection incidence rates



Warning Signs

- Mere presence does not indicate burnout
- Often overlooked and ignored

COGNITIVE

Dehumanizing perception of traditional job tasks

Cynical attitude

Trouble concentrating

Weakened memory

AFFECTIVE

Emotional exhaustion

Abnormal emotional states (insecure, anxious, depressed, hostile)

Emotional reactions rather than logical



Warning Signs

PHYSICAL

Chronic musculoskeletal pain or recurring illnesses

Loss of appetite

Decreases in strength

Disturbances in sleep patterns



BEHAVIORAL

Absenteeism/Employee Turnover

Substance Abuse

Increased conflicts in work and personal relationships



MOTIVATIONAL

Lack of enthusiasm

Reduction in work ethic



Reducing the risk of/Overcoming burnout

- Important to remember that burnout is a chronic syndrome
- Strike balance between job demands and resources
 - Full recovery may take weeks, months, and potentially years
- To begin, practitioner may need to make changes to their environment
 - Reduction of working hours
 - Adjust personal exercise and nutrition patterns
 - Engage in more leisurely activities
 - Small breaks throughout the day to answer phone calls or emails instead of saving them for after work hours



Reducing the risk of/Overcoming burnout

- Promoting mental and physical self-care
 - Scheduling regular exercise patterns
 - Meditation or other mindfulness activities
 - Obtaining adequate amounts of sleep



- Variety in Job Responsibilities
 - Training individuals or teams with diverse health and performance outcomes
 - Engaging in group fitness or one-on-one sessions
 - Assisting in new job tasks (gaining more job control)

Reducing the risk of/Overcoming burnout

- Continuing education
 - Earning new credentials
 - Attending workshops & conferences
 - Engaging in research or writing
- Seek professional help
 - Discuss strategies to manage stress and overcome burnout with a mental health professional
- Find/become a mentor
 - Build a network within the field
 - Have open conversations with experienced practitioners about issues or concerns that they may also have experienced
 - Mentor younger practitioners



Final Thoughts

- Important to know you are not alone
 - Large percentage of individuals experience burnout regardless of occupation
- Understand the concept of burnout and its detrimental effects to one's personal health and career
- Recognize the factors and warning signs of burnout
- Engage in reduction, or recovery, strategies to avoid burnout

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