



The Three Hallmarks of Burnout

Emotional Exhaustion – It is a feeling of being emotionally depleted to the point where you feel you can no longer give of yourself at an emotional or psychological level to your company or the people you serve. The KEYWORD is **Exhaustion**.

Depersonalization – The development of negative and cynical feelings leading to a callous and dehumanized perception of patients, clients or customers which further leads to the view that they are somehow deserving of their problems and troubles. The KEYWORD is **Cynicism**.

Lack of a Sense of Personal Accomplishment – You feel so little reward from what you do there is a tendency to evaluate yourself in negative terms which leads to dissatisfaction and unhappiness in your work creating a lack of a sense of personal accomplishment. The KEYWORD is **Inefficacy**.

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Dr. Clark Gaither is a board certified family physician, consultant, speaker, personal coach and author of two books: *“Powerful Words”* and *“The Graduate’s Handbook”*.

His primary area of interest and specialty is the detection, mitigation and prevention of job related burnout among physicians and other professionals.

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