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Brooklyn College

Group Project 6: Corporate Burnout

The phenomenon that our group will be providing insight for is burnout and corporate burnout. Burnout is defined as “a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress” (Smyth, 2019). Corporate burnout is defined as extreme exhaustion “due to stress from working with people under difficult or demanding conditions” (Smyth, 2019). **We as a group firmly believe that this phenomenon is important enough to include in an archive of the year 2020, because** regardless of if an employer, manager, or supervisor is worried about the mental or physical state of their workers, whether an employee is worried about the mental or physical state of their employer, manager, or supervisor, or whether an employee, employer, manager or supervisor is worried about their own mental or physical state, burnout is something that can happen. This can have a dramatically negative impact on the worker themselves, the co-workers, the department or division, the company, and on society as a whole. The notion of burnout is a challenging, complicated, difficult, and emotional topic to acknowledge, discuss, and deal with. **We can learn a lot about cultural and social aspects of life in Brooklyn and New York City as a whole in studying this phenomenon,** because New York City is known as the city that never sleeps, and it is the leading financial center of the entire planet, where corporate greed is alive and well, particularly on Wall Street. That makes the people of this great city more likely to endure the mental and physical impacts of burnout. **The sociological lens that we used when we conducted our analysis was trying to** divide between the psychological and physical consequences of the issue and what other problems it causes in society. This means that we delved into how burnout plays a role in people enduring several problems with their physical health and well-being, their psychological health and well-being, with this contributing to negative effects on the job market and on the notion of work as a whole in many communities around the world. Additionally, we

understood the importance of using an intersectional lens in studying this issue, as class, race, gender, and sexuality influence the likelihood and intensity of burnout. For example, lower class individuals with multiple jobs and little free time are not only likely to experience burnout, but also endure the stress of not having the option to take a break from work because of their economic hardship and the need to work to survive. Those who experience discrimination and harassment in the workplace are subject to levels of stress and anxiety that can accelerate and exacerbate burnout. We believed with all our hearts that New York City is representative of all of this as the largest and most diverse city that is the leading financial capital of the globe.

“Beating Burnout,” by Monique Valcour, delved into how the corporate culture of the United States of America is toxic in terms of the 24/7 work mentality contributing to burnout, depression, and anxiety. She said that a lot of leaders and managers are subject to more duties and responsibilities and subsequent stress, because deadlines fall on their shoulders to ensure that they are met, even if certain activities and tasks are delegated to other employees. She also said that people can endure burnout if they work too hard and if they endure too much stress from working so hard and rushing to meet deadlines with quality and comprehensive work. This can bring about negative effects on the individual worker both at work and after work, the department, and the entire company as a whole. The author delved into four different subject matters in this scholarly article. **Firstly**, the author mentioned a ComPsych survey from the year of 2013, where 5,100 people in the continent of North America within the United States of America, Mexico, and Canada were studied. The results found that sixty-two percent of them endured a strong sense of stress to the point where they felt powerless, vulnerable, and extremely tired and weary. **Secondly**, the author also mentioned a large variety of health problems that can

come about from burnout, such as a decline in mental health, a decline in physical health, alcoholism anxiety, depression, drug addiction, heart disease, high blood pressure, and sleep problems. **Thirdly**, the author furthermore mentioned a large variety of emotional problems that can come about from burnout, such as isolation, a feeling of uselessness, a decrease in the number of friends, and a decrease in the number of career opportunities and promotions within existing careers. **Fourthly and finally**, the author revealed differing results on the subject of burnout in academic experiments and studies, and noted that the term is normally associated with what most people refer to as stress, meaning that “burnout” is not seen as a clinical term just yet. These differing results are seen based on the fact that as little as seven percent of workers have been severely influenced by burnout according to some academic researchers, but that as much as half of all medical school students and eighty-five percent of financial workers have endured burnout according to other academic researchers (Valcour, 2016).

“Understanding The Burnout Experience: Recent Research And Its Implications For Psychiatry,” by Michael P. Leiter and Christina Maslach, is about the fact that the occurrence of burnout has been increasing as the decades have passed, which has inspired and influenced more academic researchers to conduct experiments and studies on the subject. **Many methods of studying the subject** have been formulated that have been exercised all around the world, which have culminated in more awareness on what causes burnout to occur, and what repercussions can happen to the worker as well as their workplace and communities as a result of it. Most of these methods were concentrated on jobs in human services and the healthcare system for psychiatrists to analyze and better understand, and this is particularly relevant in the year of 2020 with the ongoing coronavirus pandemic and the overwhelming stress and workloads that it has brought to

nurses and doctors, many of whom work days at a time for several shifts. **Many results of studying the subject** found that the reality of the situation is that some people have violent tendencies when they are enduring burnout long enough to the point where it is not dealt with or treated. So, psychologists and psychiatrists have found academic experiments on the situation helpful for them to draw conclusions and look to the future when it comes to dealing with this very serious problem in society. **In conclusion**, dealing with the issue of burnout in the field of psychology and psychiatry has to do with the connections, similarities, and differences between burnout and mental health struggles, specific approaches and initiatives that can be engaged in when it comes to preventing it in the first place and dealing with it when it happens, and deciphering between someone who is severely tired and needs rest and someone who is enduring burnout and needs psychological assistance. Specific objectives when it comes to treating burnout are centered on getting those individuals to be able to go back to work and do their jobs well, which is why psychologists and psychiatrists need to continue working both comprehensively and diligently to help people who are enduring this, as it will only help them both in work and out of work as well as their departments, companies, and communities as a whole (Leiter and Maslach, 2016).

“Physical, Psychological, And Occupational Consequences Of Job Burnout: A Systematic Review Of Prospective Studies”, by Selma Maffei de Andrade, Flávia Lopes Gabani, Alberto Durán González, Francine Nesello Melanda, Arthur Eumann Mesas, and Denise Albieri Jodas Salvagioni, discussed the fact that burnout is something that people endure subsequent to undergoing severe amounts of stress at their jobs, which culminates in a wide range of mental health problems as well as physical health problems. **In terms of methods**, a systematic review

was done in order to understand this entire situation, which involved intertwining a wide range of academic research studies through the LILACS, PubMed, PsycInfo, ScienceDirect, SciELO, and the Web Of Science databases over the course of several languages and several years and decades, with adherence to the requirements from the Meta-Analyses Guidelines and Transparent Reporting Of Systematic Reviews, which is normally paid attention to during systematic reviews on behalf of the fact that they are extraordinary comprehensive, complex, and extensive. A grand total of nearly one thousand articles, nine hundred ninety-three to be exact, were initially included in this systematic review. Just sixty-one of them ended up being included in the study because of the requirements from the Meta-Analyses Guidelines and Transparent Reporting Of Systematic Reviews, and thirty-six of them were included because they adhered to further requirements. **In terms of results**, it was found that burnout absolutely played a role in people enduring several problems with their physical health and well-being, including bodily pain and muscle problems, extreme exhaustion and fatigue that has not gone away for more than a few weeks, gastrointestinal problems, consistent headaches, heart disease, heart disorders, type two diabetes, respiratory issues, serious injuries, and even death for people under the age of forty-five. The results also found that burnout absolutely played a role in people enduring several problems with their psychological health and well-being, including addiction to antidepressant and psychotropic drugs, depression, insomnia, and mental health problems that culminate in hospitalization on behalf of the displaying of symptoms that reflect an unwell state of mind. The results additionally found that burnout absolutely played a role in negative effects on the job market and on the notion of work as a whole, which includes people not enjoying their work, people not showing up to work, more people needing to retire early and get pensions for mental and physical disabilities that result from burnout, a growth in demand for people to fill the jobs

that workers retired from earlier than they normally would, and a change in assets and materials for new workers to exercise their job duties, obligations, and requirements differently from past workers due to the rise in technology or due to certain people specializing in certain abilities and skills. **In conclusion**, it is without a doubt clear and evident that the consequences that burnout imposes on workers, departments, workplaces, and society as a whole emphasize how extraordinarily essential, important, and imperative it is for burnout to be prevented in the first place and responded to when it does happen as soon as possible before it is too late (Andrade, Gabani, González, Melanda, Mesas, and Salvagioni, 2017).

In conclusion, we as a group came across a fascinating page on Instagram with the username, “Entrepreneurs Quote,” which has over one million followers and endorses the notion of people building their business, mindset, and brand, with ideas and formulas for entrepreneurs to adhere to. We found **three** of them to be particularly meaningful. **The first one** had to do with the fact that grapes must be crushed to make wine, that diamonds form under pressure, that olives are pressed to release oil, and that seeds grow in darkness. This culminated in the meaning that whenever one feels crushed, under pressure, pressed, or in darkness, they are in a powerful place of transformation, and that that process should be trusted. **The second one** had to do with the fact that our competition is not other people, but it is our procrastination, our ego, the unhealthy food that we are consuming, and the knowledge that we neglect. This culminated in the meaning that the negative behavior that we are nurturing and our lack of creativity is what needs to be competed against. **The third and final one** had to do with the fact that we do now know where we will be in six months, but that we can know for sure that we will be fitter, richer, smarter, and better. **All in all**, the notion of burnout is a challenging, complicated, difficult, and

emotional topic to deal with. As long as it is acknowledged and discussed with regard to how burnout plays a role in people enduring several problems with their physical health and well-being, their psychological health and well-being, with this contributing to negative effects on the job market and on the notion of work as a whole in many communities around the world, constructive, hopeful, and positive change can come that never would have otherwise.

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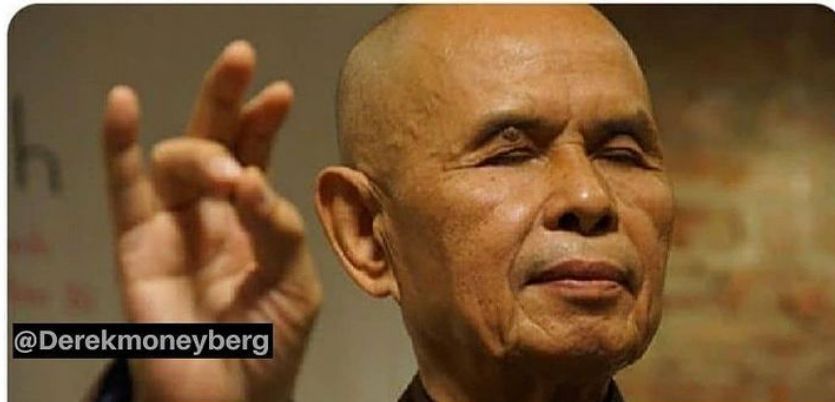


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- Olives are pressed to release oil
- Seeds grow in darkness

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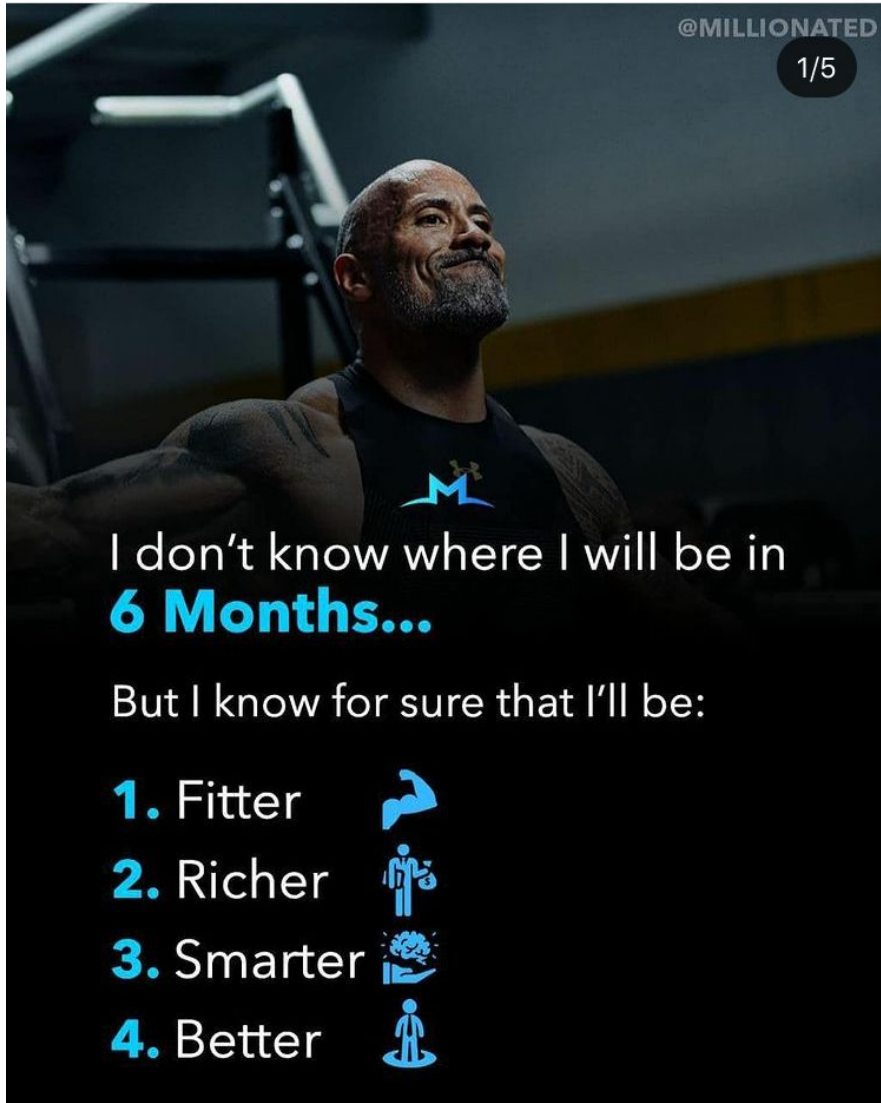


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