

CounselingAdministration, Advisors, and Staff Burn Out on Dixie State

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INTRODUCTION

This study from the Quality of Life Initiative is to address the quality of life for students, faculty, staff, and administration of Dixie State University. This presentation analyzes burnout and how it is created and enforced contractually within our campus at Dixie State University. This portion of the analysis focuses on burnout among the university advisors, counselors, staff and administration. Through literary review, it has been suggested that on school campuses, regardless of level and grade, there has been an increase in burnout among school counselors, administration, and staff. This paper will be focusing on burn-out and acceptance of burn-out among professional fields of school counselors, advisors, administration, and staff. This information includes the viewpoints of Dixie State University administration and staff. The information gathered sheds important insights as to the environment Dixie has created for those it employs.

Survey Instrument

The discussion also mentions the many different difficulties that counselors may have in the workplace. It is imperative that counselors have an environment in the workplace that allows them to show and receive compassion. It also suggested that school counselors and advisors face a lack of resources and an increase in external and internal responsibilities.

In the AFS survey administered, there was a series of questions that gave insight to administration, faculty, and staff's comfortability to seek counseling. The first question asks the individuals (total of 63 respondents) if they were aware of Dixie States Health and Wellness Center. The response was that 61 knew of the Health and Wellness Center. However, the following question shows that only 39 of the participating individuals felt comfortable seeking counseling from the center.

Another interesting question asked respondents if they felt as though they are able to complete their work related tasks. Majority of advisors and staff agreed to this statement. However, in another question, the majority (61.7%) again answered that they feel as though they have in the past or are overwhelmed for long periods of time. The feeling of being overwhelmed for long periods of time is a contributing factor to creating burn-out.

Results of the AFS survey found that 76.2% of participants brought work home. Another question found that 67.7% of individuals are expected to be reached outside of normal working hours. These results indicate that there is an imbalance of private and work time, yet another question asking participants if they felt they had a balanced life, majority agreed (54.8%).

Another discrepancy can be found when comparing questions about coping mechanisms. There is a question that asks if individuals have sought to find coping mechanisms to manage their job. All participants had answered, and 49.21% of individuals answered 'Yes' whilst 50.79% said 'No'. However, all participants, but two, indicated their coping mechanisms.

Literature Review

As emotions are a large variable in a counselors profession, it would become even more important when factoring a counselor's external demands and other stressors. An individual, regardless of profession, needs effective ways of relieving their own stress. A counselor is an individual who should sound state of mind in order to counsel others. Thus, an individual who is involved with not only their own emotions, but also others, would need an effective stress relief in order to keep themselves functioning properly. "Given that counseling can be as difficult as it is rewarding, it is important that counselors find effective ways of keeping themselves fit for the profession and develop an understanding of what factors may prevent burn-out" (Gutierrez & Mullen, 2016, pp. 187-200).

These ethical standards are specifically put in place and frequently updated to acknowledge the importance of mental health. It is imperative that counselors recognize burn-out symptoms and act accordingly. "To monitor burn-out, counselors need to understand the symptoms of burn-out and prevent it from happening, while maintaining their psychological well-being" (Nayoung & Lambie, 2018, pp. 227-249).

Multiple authors state that self care is vital, and yet it is not regularly implemented on counselors lives. In an article, it is stated that "Although self-care is widely promoted within the counseling literature, this author contends that inherent in many self-care plans and workplace improvement efforts is the idea that overwhelming work-related stress reflects an inadequacy of the individual" (Coaston, 2017, pp. 285-297).

METHODS

- Literature from a variety of peer reviewed articles
- Information provided by American School Counselor Association's National Model (ASCA)
- Information provided by School Counselor Activity Rating Scale (SCARS)
- Information provided by American Counseling Association

CONCLUSIONS

In closing, counselors, advisors, administration, and staff all have different rates of individuals being burned out. The literature review suggests that burn-out amongst counselors is possible and needs to be handled appropriately. In fact, burn-out in counselors is an older concept in the professional field. Organizations over counselors (i.e. ACA and ASCA) are prepared and teach methods to prevent burn-out. Our administration, faculty, and staff survey results suggest that Dixie State advisors and staff are not in an environment that creates significant burn-out, or they do not get burned out as quickly, or individuals have accepted aspects of burn-out in their lives. There are two key discrepancies that may suggest that there is some burn-out, however more research needs to be done. The needed number of participants was unfortunately

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