WORK STRESS AND BURNOUT: EUSTRESS A TOOL TO DEAL

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ABSTRACT

It is important to know what causes burnout. So, you can address the root of the issue instead of getting bogged down with treating the symptoms. So, ask yourself why this is happening keep a Journal or diary compare, how you used to feel think act at work to how you feel think and act at work now. what is changed, what has happened once you identify the problem ask yourself is a work-related issue or is this a lifestyle or personality issue.

This theoretical research paper tried to show that how work stress and burnout affect the work life balance. Where as how Eustress changes the thoughts of human behaviour to come over it. Hope, Self Esteem, Locus of control, Desire are the tools that increases the Eustress and decreases the level of burnout and stress.

Key words: Stress Eustress, Job Burnout, Positivity, Optimism, Hope, Self-Esteem, Self-Efficiency and Locus of Control

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1. INTRODUCTION

It is like you are always stuck in second year when it hasn't been your day your week your month or even year well could be more than just stress. you could be crossing over into burnout what is the difference stress right no burnout is something different. Job stress can be defined as the harmful physical and emotional responses that occur when requirements at the job do not match the capabilities resources or needs of the worker let us take a step further.

when you experience job stress, you can still get things done. you can still produce you just feel like you are not doing enough just because you have a stressful day or week stressful project, or a stressful client does not mean you burnout. you can have job stress and not have job burnout.

Job burnout is a special type of job stress a state of physical mental or emotional exhaustion combined with doubts about your competence and the value of your work. Stress can be characterized as an overabundance of feeling of too much with burnout. You can expose to this state of stress for so long that you have nothing left. Your motivation is gone, you do not care, you have no hope. You will so have burned out that your job was on the line and you did not care most of us in that situation put a bit embarrassed that we got in trouble would have been scared. We are going to lose our jobs but embarrassed and scared our feelings and burnout brings with it a numbing effect. At a point where you feel nothing.

Burnouts start with stress, there are a lot of contributing factors that lead to burnout. Let us start by looking at work related issues that can contribute: lack of control, unclear job expectations, dysfunctional workplace, dynamics mismatch in values, job fit and work life balance. There are also lifestyle issues, they can contribute to job burnout. You know that we try to leave our problems at home but that doesn't always work, and we walk into the office already stressed out. It can be more stress, family or marital problems, pre-existing conditions like alcoholism, drug dependency, anxiety or depression, lack of healthy diet and exercise or not getting enough sleep and finally there are personality traits. That can contribute to burnout: perfectionist tendencies, negative view of self for work and high achieving personality type.

2. EUSTRESS VS DISTRESS

When we use the word stress, we're usually implying that stress is a purely negative thing but not all stress is the same to generalize. There are two different types of Distress and Eustress. Distress is stress that is not wanted because anxiety, painful tension, pressure, strain and suffering. It is negative and detrimental to you. On the other hand, Eustress is that perceived positive or beneficial by the person experiencing it. Eustresses experienced is wanted for filling meaningful, exciting and pleasurable tension or pressure. Eustress most commonly occurs when we are facing a new challenge, but it is a challenge that is wanted. Eustress tends to occur when we feel we are adequate for the task and therefore confident and positively stimulated by that challenge. Distress tends to occur when we feel overwhelmed because we feel we were not adequate to the task. We lack the necessary resources to meet demand, therefore not confident. Eustress is necessary for personal growth. It is necessary for a sense of fulfillment of happiness. Distress on the other hand is detrimental to health and wellbeing, being so unique that all people have a different experience. When it comes to, what causes them Eustress versus Distress. This is especially the case when it comes to your purpose. You could consider you to be made for your purpose, right? Otherwise, what else are you doing on this earth. So, if you are made for a specific purpose, that also means you are made for specific types of stress now if we are experiencing a stress in the category of something that we are made for, in other words, experiencing a type of stress. We were made for then it is going to tend towards the category of eustress instead of distress.

3. INDIVIDUAL DIFFERENCES THAT PROMOTE EUSTRESS

When we are being forced to feel like being forced to do something or must do something. We do not want to do, we naturally sit down to the distress category. We can change our perceptions about whatever it is that we are doing. We can decrease our level of distress. We can even think in a way or change our thoughts or perceptions in a way that we can turn things that are distressing into seeing them in your stressful way. We feel the stress instead of eustress. When we receive something to be a threat rather than a challenge and we can change our perception that something is a threat. We can turn things into a welcome and positive challenge instead of being a tune to what causes stress. Naturally as opposed to taking something that currently

causes you distress and trying to turn it into something that causes Eustress. It is really important element of our life finding. Our purpose going in the right direction. It is critical when it comes to understanding your intrinsic interests. It is also important to know the certain factors can determine, whether you perceive something is eustress versus distress.

4. POSITIVITY

Positive response thinking and eliminating sad thoughts and negative feelings. We have resentment towards others. Just having a crappy outlook on life those things force ourselves to not think those negative thoughts. we are forcing make us feel better. There is beauty all around. Our eyes are Luke can we see the sun shining great, can we hear the birds chirping great, can we feel the burns of the sun on our skin, its awesome simple beauty start feel happy. It starts with us. want to feel happy and positive short circuit test negative thoughts. We start to feel bad restart to find ourselves feeling guilty, feeling angry, feeling whatever, you feel is negative. Turn around force ourselves to think positively.

5. OPTIMISM

Frequently optimism pessimism is thought of a general dispositions or psychological states. Not deeply held philosophical positions global. Contacts optimist someone that looks on the bright side. Sees the glass half full Contacts do. This is taking to the extreme philosophical or like minutes in optimist believes. That we are living in the best of all possible works. In other words, the world as it is now logically as good as it could possibly be without a logical contradiction. Every other logically consistent possible world is worse than the actual world. we live in no matter how bad things seen for you it is a logical possibility them to Pierre about who is a making someone else is life even worse this may seem like a strange position.

6. HOPE

Hope is a good thing even the best thing and good thing never dies. It is a state of mind in which a person always be in a situation that the desire which he or she want will be fulfilled in any condition. It is a state of mind that directs that no matter what the situation will be everything will be going fine. It creates a unique energy and positivity which drove the human behaviour in a brighter way. Hope is alike of flowing water which always make the consistency of moving forward. It is one of the best tools to eliminate stress level and to increase the Eustress.

7. SELF-ESTEEM SELF EFFICIENCY AND LOCUS OF CONTROL

Self-esteem is the regard or respect that a person has for oneself. In self efficacy it is the belief in one's capabilities to organise and execute the courses of action required instant situations. So, in other words self-efficacy is a person's belief in his or her ability to succeed in a particular situation. So self-efficacy is much more specific and self-esteem, self-efficacy can have an impact on everything from psychological states to behaviour to motivation. In virtually all people can identify goals. They want to accomplish things, they want to change things, they want to achieve. However, most people also realize that putting these plans into action is not so simple. So, individuals of efficacy play a major role and how goals tasks and challenges are approached.

We can split self-efficacy up to two types of people with strong sense of self efficacy versus people with a weak sense of self efficacy. So, people with strong self of sense of self efficacy also developed deeper interest and activities in which they participate. They form a stronger sense of commitment to their interests and activities and they also recover quickly from setbacks and disappointments. There you have it they can recover quickly. They have strong interest their strong sense of commitment and they enjoy problems are challenging tasks.

There are four major sources of self-efficacy. So, we look at these sources determine whether the person will have a strong or weak sense of self efficacy.

First is mastery of experiences so that means performing a task successfully will strengthen our sense of self efficacy. Then their social model sings people like our self successfully completed task raises are believes that we too have the capabilities to master comparable activities and also succeed the third source is social persuasion. Low self-esteem can have a high sense of self efficacy and vice versa. So, this is interesting perfectionist. Low self-esteem and possibly high sense of self efficacy and that is because they tend to be overly critical and negative about themselves.

Locus of control is the extent to which people perceive they have control over events in their lives. There are two types Internal and External locus of control.

Internal locus of control is when a person believes he or she can influence events in their outcomes. They attribute the results to their own trips. In a person with External locus of control blames outside forces for everything that review events. The viral mental traits or causes individuals of the high internal locus of control believe. That events in their life come primarily from their own actions. So, if a person with an internal locus of control does not perform as well as they wanted to on a test. Locus of control feel that they control their own destiny rather being largely to terminate by external forces, so they tend to be happier last past invest.

8. DISCUSSION & CONCLUSION

It's important to know what causes burnout. So, you can address the root of the issue instead of getting bogged down with treating the symptoms. So, ask yourself why this is happening keep a Journal or diary compare, how you used to feel think act at work to how you feel think and act at work now. what is changed, what's happened once you identify the problem ask yourself is a work-related issue or is this a lifestyle or personality issue. If it is work related, then address it work a good place to start is with your supervisor. If your supervisor is part of the problem can you talk with another supervisor or someone in the human resources Department. If it is a lifestyle or personality issue where can you turn for support keeping your supervisor in the loop with what you are dealing with important. They might be able to direct you to additional resources such as your employee assistance program. No matter what the cause of the burnout support through this process is critical to your success depending on your situation. You might be able to get additional relief with some of the same techniques. You use for stress management, positive thinking, meditation, deep breathing, goal setting, take a vacation or days of healthy diet and exercise reconnect with your non work life. Since burnout is more severe than job stress. You may need additional techniques or even outside assistance from a qualified medical professional and keep in mind since burner takes a while to happen you cannot expect to go back to normal overnight.

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