A Phenomenological Study of Stress and Burnout Experienced by Licensed Alcohol and Drug Counselors (LADC)
### The Directive

<table>
<thead>
<tr>
<th>Openness</th>
<th>Connections</th>
<th>Who’s the Star</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Introduce the topic, describe and define it.</td>
<td>2. List candidate’s examples of each sub-theme - how many discussed the same sub-theme? Write up first sub-theme, discussing the number of people describing this and their description and experiences.</td>
<td>3. The Star is the Data.</td>
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**Connections**

- List candidate’s examples of each sub-theme - how many discussed the same sub-theme? Write up first sub-theme, discussing the number of people describing this and their description and experiences.
Personal Stress

- Money
- Caring for family
- Aging
- Family-work conflict
Professional – Occupational Stress (causes)

- Documentation requirements and lack of time to complete paperwork
- Experiencing difficulty with clients
- Managing relationships with co-workers
- Organizational culture including adapting to change, management structure and lack of diversity
- Racism
Experiences of stress

- Negative emotions
- Poor health
- Cognitive or thinking impairment
Counselor coping strategies

- Staying organized
- Taking short breaks
- Clinical Supervision
- Professional Therapy
- Thinking positively / Cognitive Behavioral Therapy
- Relaxation and meditation techniques
Counselor coping strategies (Continued)

- Humor
- Effective leadership
- Maintaining cultural identity / Setting boundaries
- Establishing boundaries
- Successful transition from work to home
<table>
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<th>Causes of Stress</th>
<th>Professional Coping Strategies</th>
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| Documentation Requirements and Paperwork             | • Staying Organized  
• Taking Short Breaks from Work                                    |
| Experiencing Difficulty with Clients                 | • Support from Supervisors and Colleagues  
• Professional Therapy  
• Cognitive Behavioral Therapy  
• Meditation Techniques                                               |
| Managing Relationships with Co-Workers               | • Humor at Work  
• Teamwork                                                            |
| Organizational Culture: Adapting to Change, Management | • Getting Support from Supervisors  
• Experiencing Autonomy in Professional Role  
• Effective Communication                                              |
| Structure and Excessive Bureaucracy                  |                                                                     |
| Racism at Work                                       | • Maintaining Cultural Identity  
• Setting Boundaries                                                    |
Maladaptive coping

- Binge eating
- Withdrawal from Family
Prevention strategies and maintaining a healthy lifestyle

- Talk therapy
- Meditation
- Religious practices
- Spirituality
- Physical activity
- Taking vacations
Theory

Role Theory

Self-determination Theory

Stereotype threat Theory

Social Cognitive Theory
• Explains why conflicting roles and workplace demands cause stress.

• Explains how counselors act to reduce chaos and exert control over their environment.

• Shows the motivation and action of counselors to meet human needs.

• Explains how counselors of Color may be negatively affected by bias and oppression.

Theory

Role Theory

Self-Determination Theory

Social Cognitive Theory

Stereotype Threat Theory
Personal Stress Recommendations (encompasses implications)

- Financial literacy classes
- Family support programs
- Professional development emphasizing new skills, increased participation, and psychological support for older counselors.
- Distributing employee surveys to provide an accurate picture of employee needs, thus creating procedures representative of all group concerns - leaders should then adopt procedures responsive shared concerns
Professional Stress (encompasses implications)

Case Management Coaching (CMC; my term)

Counselor professional development on managing time and resources

Clinical supervision encompassing job performance and emotional support

Self-managing teams

Autonomy-supportive environments

Mental health framework

Recruit, support, and retain counselors and supervisors of Color, reflective of client base

Racial affinity groups