

Identifying The Early Signs Of Burnout Syndrome: Psychodiagnostics And Preventive Measures

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Abstract: This The article discusses the concept of "burnout " syndrome. essence, formation factors, initial signs determination methods and psychodiagnostic approaches analysis This is also syndrome person's spiritual health, occupational to the effectiveness and social to their relationship impact and him/her prevent to take measures Research psychological theory, empirical observations and modern diagnostic to methodologies is based on.

Keywords: Burnout syndrome, professional exhaustion, stress, emotional weakness, depersonalization, psychodiagnostics, prevention, psychohygiene.

Introduction: Last in years human of activity almost all in the fields psychological tension , stress and fatigue problem current color Especially professional activity with related stress chronic shape as a result appearance "burnout" syndrome (professional burnout) syndrome) many research to the topic This has become syndrome the most first of all educators , doctors , psychologists , social workers employees , law enforcement organs employees such as people with directly worker profession owners between wide The term "burnout" is widespread . first times in 1974 an American by psychologist H. Freudenberger scientific into circulation included be, it is this " long " situation continue as a result of stress to the surface coming mental, physical and emotional fatigue as " status " Later described by Ch. Maslach and S. Jackson working The "Maslach Burnout Inventory (MBI)" methodology was developed this syndrome psychodiagnostics in doing the most wide applicable to the method became.

"Burnout" is person's professional activity during emotional in terms of fatigue, lack of motivation decrease, work relatively indifference and internal space feeling with passing complicated psychological is a condition. Researchers this the process usually following to stages they separate:

1. Enthusiasm Step. To work was high motivation, self professional

in terms of manifestation to grow desire This stage is the stage of burnout syndrome. initial, external from the side positive visible Human to work complete given, professional to grow, to grow oneself to prove and in society important place to occupy strives for. Motivation high, work loyalty strong, purposeful achieve desire column It will be. Its main signs to work relatively strong Passion, dedication, creativity, striving for " Perfection " (perfectionism), work work outside too about to think, to relax back push, oneself

professional in terms of manifestation to grow desire and others for exemplary to be attempt. During this period person's internal motivation (self-realization, self-actualization) active works. But resources saving mechanism to work it doesn't fall, so for energy sources slowly decreases. Enthusiasm stage constructive although, long continue If so, a person can relax. Forgetting, the next one is stress. to the stage passed.

2. Tension stage. Excess loading, time shortage, as a result emotional fatigue begins. At this stage human work of the load weight feels, but him/her reduce instead of further more tries to work. As a result, stress hormones system (cortisol, adrenaline) constantly in activity Sleep, eat, rest It is broken. main signs and work size increasing time goes by shortage noticeable, constant hurry up, calm down sleep deprivation of quality deterioration, emotional tension, nervousness, impatience, physical fatigue, headache, muscles tension. In person compensatory activity (more) work through stress (overcoming) develops. But it is reversed impact gives — organism and psyche to recover it won't be long, this and chronic stress creates. Stress stage far continue if so, man permanent fatigue and to indifference passed, that is spiritual fatigue stage begins.

3. Spiritual fatigue Stage. From work dissatisfaction, attention concentration difficulty, emotional coldness is felt. At this stage human internal strength insensitivity, work was of passion loss of motivation decrease with described. Every day executable affairs meaningless It seems. Home signs permanent fatigue and energy shortage, work dissatisfaction, " anyway " benefit " No " thoughts, attention concentration, decision acceptance to do it becomes difficult for those around you relatively coldness, emotional indifference appearance will be, at work mistakes, forgetfulness, irritability increases. At this time emotional resources ends. Person oneself protection to do for surrounding from people emotional in terms of moves away (in psychology) This is called "depersonalization". to work, to colleagues and to customers relatively indifferent to be at this stage, the burnout process If it is not returned, it will be burned next. to the stage passed.

4. Burn stage. Complete apathy, depressive status, professional efficiency sharp decrease, oneself to feel worthless This is a symptom of burnout syndrome. the most heavy, final Stage. Person not only to work, maybe interested in life too It disappears. Mentally, physically. and emotional energy complete spent It will be. To work , to people , even own to life relatively apathy , depressive situation , life dissatisfaction , professional efficiency sharp decrease , oneself feeling worthless , useless , sleep and appetite disorder , health

deterioration and some in cases social retreat , despair feeling , even depressive thoughts such as characters with manifestation In this case, the person psychic protection systems Neurobiological in terms of and serotonin and dopamine degrees decreases , this and depressive symptoms strengthens . Work activity almost stops, person own professional role If this in stages help if not indicated, clinic level depression or psychosomatic diseases This process develops complexity is that it is slowly develops and initial in stages out of consideration aside remains. Therefore early diagnostics extremely important importance " Burnout " syndrome initial enthusiasm and tension in stages this recognition of the situation, rest, work the load again seeing exit, psychological help to take the most important prevention If a person spiritual fatigue or burn to the stage arrived if it goes, it the situation overcome for psychotherapy, stress management programs or medical help necessary It will be.

Psychodiagnostics of burnout syndrome different stages to determine, its intensity assessment and individual approach designation opportunity gives. Below the most effective methodologies quoted:

- ✓ Maslach Burnout Inventory (MBI). Three measurement based on is evaluated.

Emotional emotional exhaustion, depersonalization (depersonalization of people) coldness, distance save) and personal achievement of feeling decrease (personal accomplishment decrease).

- ✓ Boyko's methodology. From 84 statements It is a test that consists of a person's professional

burn process in 3 steps It also measures stress, tolerance level determines.

- ✓ Projective methods. " Life thermometer", "Professional activity metaphor",

"Colors like " test " methods using internal status, motivation and stress level analysis Burnout syndrome organizational, personal and socio-psychological factors brought

Organizational factors:

- Labor of the circumstances inconvenience, excess loading;
- At work unclear obligations, underestimation;
- Leadership by enough attention and incentive absence

Personal factors:

- Perfectionism (attention to perfection) aspiration);
- Empathy high (to the feelings of others) too much outside to enter);
- Low stress tolerance, self - control criticism to do

tendency

Socio-psychological factors:

- Family conflicts, social of support shortage;
- In the team inconvenient psychological climate.

Burnout syndrome prevent to take for stress management skills development (autotraining, breathing) exercises, meditation), professional and personal life balance storage, emotional intellect to develop — one 's feelings management and others ' feelings understand, oneself encouragement and own achievements appreciation need. Organizational measures labor download fair distribution, rest and psychohygiene culture formation, psychological trainings and supervision sessions on the road to put, leaders by positive feedback system current to grow necessary. Team inside cooperation and each other help environment creation, mentoring (experienced) employees by new personnel support) and additional and social in the environment stability to provide separately attention focus necessary.

Burnout syndrome — modern in society wide widespread, but often out of consideration aside remaining psychological problem It is not only person's spiritual to the situation. maybe whole of the team directly to the effectiveness impact shows. Therefore his/her initial signs identification, psychodiagnostics methods use, and prevention measures systematic accordingly done increase psychological health in providing important factor Burnout syndrome prevent in receiving person's himself / herself management ability to stress against fight strategies and social support mechanisms importance is incomparable.

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