

The Boudreau Burnout Bibliography: 1957 to 2023

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Dedication

To

Robert Thomas Golembiewski

A boon colleague and great friend,
never forgotten.

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Photo Credit

*“In the extreme, a **white dwarf star** represents what it means to be **burned out**....dead on the inside, still shining, but whose light will in time, extinguish.”*

Photograph of M27, the Dumbbell Nebula with a white dwarf star at its center, was taken by Dwight Jones and Shawn Yanke at the Oldman River Observatory. Additional processing of the image was done by Tom Anderson. All three are members of the [Lethbridge Astronomy Society](#).

Towards Excelsior with apologies to Stan Lee

Icon and creator of super heroes and comic book characters such as *Spider-man*, *The Fantastic Four*, *Black Panther*, *Sgt. Fury and his Howling Commandoes*, and *the Rawhide Kid*, Stan Lee famously ended many of his comic book commentaries with the word, *Excelsior*. It was his way of saying “onwards and upwards to something greater.” (see e.g., Stan Lee et al., 1994)

The authors and contributors of this *Bibliography* think that it is better than any burnout collection ever compiled and will help users to achieve their own greater glory, towards *Excelsior*.

We encourage users to read the various sections of this virtual book to gain an appreciation of this burnout resource. But if you cannot wait any longer, here is the link: [The Burnout Boudreau Bibliography](#).

And we agree with what Stan Lee would say about here:

“Nuff said.” (see Cronin, 2019)

Acknowledgements

The genesis of this work can be traced back at least twenty-two years. With the help of James Nakashima, we presented the first paper iteration of the *Bibliography* at a *Canadian Psychological Association* conference in Winnipeg in 2002.

The critical build of this resource tool was led by co-author Rylan Boudreau a few years later. She essentially created a manual which set out the processes for transferring earlier versions of the *Burnout Bibliography* along with previously published, paper bibliographies into an *Endnote* form/file. With this template and approach she was also able to review multiple, relevant databases and providers for any new burnout references that could be added to our growing bibliography of burnout references and abstracts. Rylan's creativity and efforts provided the foundation for the continual build of what is now the current version of the *Bibliography*. Thank you, Rylan Jules.

From 2009 to 2021, we have presented the “latest” versions of our *Burnout Bibliography* at conferences in Puerto Rico, the US, and Switzerland. Amanda Mauthe who worked on our team during that time gave the last, in-person presentation of the burnout bibliographic results in 2019 in Philadelphia. Thank you, Amanda, for your unwavering support and contributions to the project.

A special thanks to co-author Rumi Graham, Alyssa White, and Miranda Gangur-Powell who together as the “*project closing team*” created the *Pressbook* and *Zotero* 2024 versions of the *Boudreau Burnout Bibliography* that you see here.

And finally, to my co-author, Wyatt Boudreau, words cannot

express my gratitude for all that you have done to ensure that the *Bibliography* continued to grow and flourish under your tutelage. It is never easy to work for a boss that is also a parent. Just ask Rylan!

Thank you, Wyatt for your patience and seeing this 20-year plus project to its successful conclusion and emergence into the public domain!

Bob Boudreau

February 2, 2024

Introduction

A brief history of burnout

Reference to *burn'd out* love first appeared in one of the poems in the anthology, the *Passionate Pilgram* in 1599.

Before WWI and the 1918 influenza flu pandemic, Breay (1913) wrote a paper, titled, “*The overstrain of nurses*,” which essentially describes *burnout* experienced in the health care system today.

In 1955, Neel described “*nervous stress, tension, and worries*,” in a study of industrial mental health.

Henderson (1957) used the terms *emotional exhaustion*, physical weakness, and the need to be alone to describe civilizations in disarray.

A Burnt-Out Case, a novel published in 1960 by Graham Greene, describes the experiences of living and working in a Congo leper colony in the 1950s.

In 1969, Bradley made a fleeting reference to burnout in his study of a community-based, treatment program for young offenders.

Kennedy in her 1964 note, *Lest We Burn Out*, argued that the conversations around *counseling burnout* should be extended to the field of education and teachers.

A few years later, Herbert Freudenberger (1974) presented a descriptive account of “*burn-out*,” in which he observed that certain individuals within the human services professions came to be

inoperative as a result of exhausting their physical and mental resources.

In 1977, Neil Young's song, "My My Hey Hey (Out of the Blue)" included the lyrics, "It's better to burn out than to fade away...It's better to burn out than it is to rust."

In addition to these exemplars from music, literature, and research, it is clear that numerous, other concepts have been used earlier to describe similar life and work experiences (e.g., *shell-shock & battle fatigue experienced in war*). And no doubt, individuals showed signs of burnout long before it first appeared in print and song.

In 1996, we wrote *Global burnout: A worldwide pandemic explored by the Phase Model* (Golembiewski, Boudreau, Munzenrider, & Luo, 1996) and estimated that 4 out of 10 workers were in an advanced phase or state of burnout.

The significance of all these descriptions along with their timings, serves as a poignant reminder, a kind of foreshadowing, for both present realities and future promises.

In today's post-COVID-19 world, burnout is more widespread, of longer duration, and more virulent than most people believe or fear. It is a kind of workplace plague affecting occupations, cultures, and countries alike that will not disappear anytime soon, but rather promises to get even worse. A pandemic that is not going away.

A burnout gallimaufry

Definitions of burnout range from the simple to the complex. Consider the following examples:

“Demands at the workplace that tax or exceed an individual’s resource.”

“A type of job stress in which a pattern of strain results from a variety of work demands, especially those of an interpersonal nature.”

“A state of physical, emotional, and mental exhaustion caused by long-term involvement in situations that are emotionally demanding.”

In the **Diagnostic and Statistical Manual of Mental Disorders**, 2013, Fifth Edition (**DSM-5**) burnout is **not listed as a diagnosis**.

Burn-out is included in the **World Health Organization’s (WHO’s)** 11th Revision of the **International Classification of Diseases (ICD-11)** as an **occupational phenomenon**. It is **not classified as a medical condition** (cf. to medical health concern).

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterised by three dimensions: 1) feelings of energy depletion or exhaustion; 2) increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job; and 3) a sense of ineffectiveness and lack of accomplishment. Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.

A myriad of burnout measures exists (e.g., Maslach Burnout Inventory [**MBI**]; Burnout Assessment Tool [**BAT**]; Burnout Measure

[**BM**]; Copenhagen Burnout Inventory [**CBI**]; Utrecht Work Engagement Scale [**UWES**]; Shirom-Melamed Burnout Measure[**SMBM**]).

The most popular is the **Maslach Burnout Inventory (MBI)** and its derivatives (e.g., over 80% of published research articles measuring burnout report using the **MBI**).

While there has been considerable debate about what exactly burnout is, agreed upon definitions and metrics remain elusive and incomplete. As we have transitioned through the COVID-19 pandemic period, there is little doubt that the need for clarity and agreement to help identify, manage, and treat burnout is gaining even greater urgency.

What we know is that any reliable and valid definition and instrument measuring burnout includes some acknowledgement and reference to at least the following: the depersonalization of others, the lack of personal accomplishment, emotional exhaustion, cynicism, cognitive impairment, depressed mood, psychological distress, and psychosomatic complaints (e.g., Moss, 2021; Schaufeli, Desart, & De Witte, 2020). And burnout at home is as real as burnout at work.

What we know today

- Estimates of the global financial costs of burnout and mental illness are in the trillions, not billions of dollars (e.g., \$6 to \$30 trillion USD by 2030).
- Each of us knows more about our own wellness and illness and our own personal experience of burnout, than ever before.

This increased self awareness also tells us that we are more at risk regardless of our generation (i.e., Boomers, X, Millennials, Z).

- The COVID-19 pandemic has added to the chronicity of burnout.
- Burnout is contagious like other diseases and there is no vaccination for burnout.
- We are more vulnerable than we have ever been.
- There is a decreased stigma of being burned-out.
- Recent variants or strains include **COVID burnout** and **boreout**.
- *Bottom-up/top-down, individual, organizational, and societal* coping strategies, supports, solutions, interventions, and resources remain wanting and woefully inadequate as an equal and measured response to our current global burnout condition.

Value added

All of the aforementioned underscores the importance of a resource like the **Boudreau Burnout Bibliography**. As authors, we hope that our *Bibliography* can accelerate the process that leads to increased education, research, and awareness of the burnout contagion so that it can be better understood and treated. Open and public access to the complete *Bibliography* guarantees a best practice approach to effectively match our current knowledge base with individual, community, and/or organizational needs.

Evolution of the Boudreau Burnout Bibliography

From paper to *Word* to *Endnote* to *Zotero* to *Definitions*

From 1957 to 2005, over 10,000 reference citations were identified in separate paper bibliographies on burnout (i.e., Perlman & Hartman, 1982; Kleiber & Enzmann, 1990; Lubin, Robinson, & Sailors, 1992; Boudreau & Nakashima, 2002; Boudreau, 2005) further reinforcing its importance. These were organized into *Word* files.

Building on these early efforts and in an attempt to consolidate what we know about burnout, we developed a single, comprehensive bibliographic source using different versions of *Endnote* software (i.e., up to 20). And most recently, we have transferred the entire contents of the *Boudreau Burnout Bibliography* into a *Zotero* library as an open-source resource.

Our *Bibliography* has been created from historical documents, previously published and unpublished bibliographies, active/inactive databases and distinct providers. The *Bibliography* covers the period 1957 to 2023, for references and abstracts in published, unpublished, and presentation forms across a wide variety of sources (e.g., journal articles, newspapers, theses/dissertations).

In order for a citation to be included in the *Bibliography* several key strategies guided the reference search process: 1) the word *burnout* or one of its related forms (e.g., burnt out, emotional exhaustion) must appear in the abstract or title. For definitional

purposes, burnout refers to the occupational, emotional, or psychological phenomenon often characterized by emotional exhaustion, depersonalization, low personal accomplishment, negativism, or cynicism. 2) Citations that reported measuring some element of burnout were included whereas citations that merely use burnout to introduce a different topic were not included. 3) Citations in any language were included.

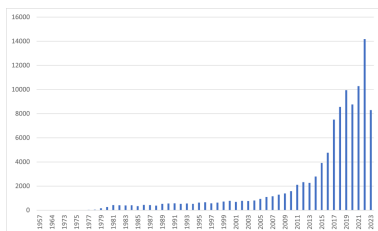
From 2002 to 2023

As part of its evolution across decades, continually updated versions of the *Bibliography* were presented at different conferences, globally (e.g., Boudreau & Nakashima, 2002; Boudreau & Boudreau, 2009; Boudreau & Boudreau, 2011; Boudreau, Boudreau, & Mauthe-Kaddoura, 2012; Boudreau, Boudreau, & Mauthe-Kaddoura, 2015; Mauthe-Kaddoura & Boudreau, 2019; Boudreau, Boudreau, & Mauthe, 2021).

Reference Counts x 67 Years

To date, a comprehensive Zotero catalogue totaling **107,159** burnout references from **1957** to **2023** has been created. Numbers approaching 50 Providers (e.g., CSA ILLUMINA, EBSCO, GALE, & ProQuest) and 200 Databases, along with bibliographies and selected tertiary references were used in the development of the *Boudreau Burnout Bibliography* (see the *Appendix* for a detailed list of the 15 Bibliographies).

The *Boudreau Burnout Bibliography* contains abstracts for approximately **51%** of the captured reference citations.



Burnout Coverage

In an attempt to measure the validity and “reach” of the *Bibliography*, two different sets (39 & 13) of review and meta-analysis articles (1993-2014) were examined by independent raters (Kappa Statistic = .96 for both sets/raters). The results indicate that 95.6% of all of the relevant references in the sample of 52 burnout review articles are in the current version of the *Boudreau Burnout Bibliography*. These findings (Boudreau, Boudreau, & Mauthe-Kaddoura, 2012, 2015) reinforce the position that the *Bibliography* described herein is reliable, valid, and mostly complete in its coverage. Started another way, we believe that the *Boudreau Burnout Bibliography* includes over 90% of relevant burnout references in a given year, over the last 67 years.

The *Bibliography* covers 67 years of burnout references and abstracts in published, unpublished, and presentation forms across a plethora of sources, including:

- Journal Articles
- Dissertations & Theses
- Conference Papers & Proceedings
- Books
- Magazines
- Newspapers
- Web Pages
- Audio-Visual Materials
- Trade Publications
- Technical Reports

- Unpublished Works
- Encyclopedic Entries
- Films
- Government Documents
- eBriefs

Authors' Note:

The current *Bibliography* does not include podcasts and webinars. But future versions of the *Bibliography* may want to include these sources as their popularity grows.

Started another way, we believe that the *Boudreau Burnout Bibliography* includes over 90% of relevant burnout references in a given year, over the last 67 years.

Selected Findings

The *Bibliography* of burnout citations in the *EndNote* 20 format is searchable using many different fields including title, year, occupation, author, keyword (e.g., measure, country) and source type.

Here are some of the more consistent findings identified and presented at conferences over the years:

- 64% of the *Bibliography* references are journal articles.

- Top 5 burnout journals are: *International Journal of Psychology*, *Occupational Health*, *Journal of Advanced Nursing*, *Nursing Management*, and *Psychological Reports*.
- The **Maslach Burnout Inventory (MBI)** is the most used burnout measure in research.
- Wilmar Schaufeli is the most prolific burnout author.
- Teacher, Nurse, & Doctor are the most burned-out occupations studied.
- 124 countries are represented in the burnout literature.

The Boudreau Burnout Bibliography Advantage

In toto, if you are interested in burnout, the *Boudreau Burnout Bibliography* is the single, most important resource to consider.

When compared with other available individual databases, providers, and/or other bibliographies, the *Boudreau Burnout Bibliography*, is arguably the best choice—It is the most comprehensive, up-to-date, easy-to-use, open-source collection of all things, “burnout.”

Whether you are a global researcher using *meta-analysis* and *social network* techniques to describe future burnout trends, an undergraduate or graduate student doing a literature search on work health and burnout for a grant application, or a practitioner trying to figure out the best individual and organizational strategies for coping with occupational stress and burnout, our *Bibliography* is the best place to start your search process. It may also turn out to be the **only** resource you need to answer your “burning” questions.

The Boudreau Burnout Bibliography (**BBB**) is available in the Zotero (<https://www.zotero.org>) format at the following link:

[The Boudreau Burnout Bibliography.](#)

Please note: The burnout bibliography database is large and may take up to a minute to load. Thank you for your patience.

About the Authors



Robert A. Boudreau is Professor Emeritus in the Dhillon School of Business at the University of Lethbridge.

Bob received his PhD from the University of Calgary in 1985.

During his 38-year academic career, Bob was a teacher of *Human Resource Management* courses, a researcher of occupational health and burnout, and an administrator serving terms as vice provost and dean.

The book he co-authored with Bob Golembiewski, Bob Munzenrider and Huaping Luo entitled *Global burnout: A worldwide **pandemic** explored by the Phase Model* (1996) foreshadows the workplace of today.

The *Bibliography* represents a culmination of my passion and contributions to try to better understand and explain the experience of burnout, along with the ongoing commitment to personal growth and improvement of each of us, world-wide.

Rumi Y. Graham is a Professional Librarian at the University of Lethbridge, serving as both a University Copyright advisor and the Graduate Studies Librarian.

Rumi received her PhD from the University of Toronto in 2011. She then went on to complete her second Masters degree, a Master of Laws with a focus on Intellectual Property Law, from York University in 2015.

Rumi's research interests include intellectual property, information literacy, and liberal education within higher education. Rumi also has an interest in open access and open educational resources, and serves as the University of Lethbridge's Pressbooks representative.

More information about Rumi, including a list of select publications, can be found [here](#).





Wyatt Ferguson Boudreau completed his Bachelor of Arts degree in 2017 majoring in political science and economics in his hometown of Lethbridge at the University of Lethbridge.

In 2019, he graduated with a Master's degree in political science from the University of Alberta.

Wyatt is currently working for *The History Group Inc.* as an historical researcher in Lethbridge, Alberta. Wyatt also enjoys playing chess and the

trading card game, *MAGIC The Gathering*.

Rylan J. Boudreau received her Bachelor of Arts and Science Degree from the University of Lethbridge in 2010. Rylan's academic achievements earned her the Governor General's Academic Medal for undergraduate studies.

In 2014, Rylan received her Juris Doctor degree from the Faculty of Law at the University of Victoria. Rylan returned home to southern Alberta to begin her practice of law. Rylan was admitted to the Alberta bar as a barrister and solicitor in 2015. Rylan worked for 7 years as a lawyer and eventually a partner of a longstanding local firm. Most recently, Rylan has taken a leave from the practice of law in order to focus on her health and family.

Appendix

15 Bibliographies

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Contact Information

Have questions, comments, or feedback about The Boudreau Burnout Bibliography? We would love to hear from you!

Any general inquiries, feedback, or questions regarding the Bibliography can be directed to author Bob Boudreau. Bob can be contacted at **boudreau@uleth.ca**.

Any questions regarding Pressbooks, Zotero, or the Creative Commons licensing, including fair use of the Bibliography, can be directed to University of Lethbridge Copyright Advisor & Graduate Studies Librarian and co-author, Rumi Graham. Rumi can be contacted at **grahry@uleth.ca**.

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