



## *Yasmin E. Gay*

*Program: Department of Counseling*

*Title: “Supervisors Perception of Burnout  
Among Novice Rehabilitation Counseling  
Professionals : A Phenomenological Analysis”*

*Major Professor: Dr. Michael Brooks*

Supervisors’ Demographic Profile

Pseudonym	Age	Gender	Race/ Ethnicity	Years of Supervisory Experience	Training Program	Licensure/ Certification
<i>Supervisor 1</i>	31-40	Male	Black/AA	5 to 9 yrs.	CACREP	LCAS, LPC, LPCS
<i>Supervisor 2</i>	50+	Male	White	10+ yrs.	N/A	LCAS, CCS
<i>Supervisor 3</i>	31-40	Male	Black/AA	0-4 yrs.	CACREP	LPC, LPCS
<i>Supervisor 4</i>	25-30	Male	Black/AA	0-4 yrs.	CAREP	CRC, LPC, LCAS
<i>Supervisor 5</i>	31-40	Female	Black/AA	0-4 yrs.	CACREP	LCAS, CCS
<i>Supervisor 6</i>	51+	Female	Black/AA	10+ yrs.	CACREP	LPC, LCAS, CCS
<i>Supervisor 7</i>	31-40	Female	Black/AA	0-4 yrs.	CACREP	LCAS, LPC, LPCS, CCS-I
<i>Supervisor 8</i>	41-50	Female	Black/AA	5-9 yrs.	CORE	CRC, LPC, LCAS

## RESEARCH QUESTIONS / PROBLEMS:

**Main Question:** “What are the supervisors’ perceptions of burnout among novice/in-training counseling professionals?”

### **Subset questions:**

1. How do supervisors describe/define burnout?
2. How do supervisors identify symptoms of burnout?
3. How do supervisors address elements of burnout?
4. What measures do supervisors use to prevent elements of burnout among counseling rehabilitation professionals?

## METHODS:

- The purpose of this qualitative phenomenological study was to explore supervisors’ perceptions of burnout among novice rehabilitation counseling professionals.

## RESULTS / FINDINGS:

**The emerging themes are as follows:**

- Understanding and knowledge of burnout
- Influences of burnout
- Managing and addressing burnout in the supervision process
- Burnout prevention measures

## SIGNIFICANCE / IMPLICATIONS:

- Implications of this research will provide counseling supervisors, administrators, agencies, counselor educators and counselor education programs insight regarding ways to address the phenomenon of burnout among novice rehabilitation counseling professionals.