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6-2013

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Anne Larrivee

Binghamton University--SUNY, larrivee@upenn.edu

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Recommended Citation

Larrivee, Anne, "All Work and No Play: New Reference Librarians and Stress" (2013). *Library Scholarship*. 15.

https://orb.binghamton.edu/librarian_fac/15

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All Work and No Play: New Reference Librarians and Stress



By Anne Larrivee
Binghamton University Libraries

Job Relocation

Self-Actualization
Esteem
Belonging/Love
Safety
Physiological

Maslow's Hierarchy of Needs
(Theory of Motivation, 1943)

- Transitioning to new place (Riemer, 2000)
- Homesickness (Watt and Badger, 2009)

New Work Culture

- Occupational Stress:**
 - ✓ Interpersonal conflict
 - ✓ Work overload
 - ✓ Situational/organizational constraints

(Mazzola, Schonfeld, & Spector, 2011)
- Defining Professional Role
 - ✓ Ambiguity, overload or conflict (Shupe & Pung, 2011)

Coping



Job Relocation

Revive enjoyable activities from the past

Allow time to prepare for the move/setting

Become involved in the community & network

Find a purpose outside of work

New Work Culture

Connect with a mentor

Avoid focusing on negative

Break up tedious tasks

Take time to build familiarity

Self Expectation

Be patient

Reframe failures into learning opps

Form a new professional group

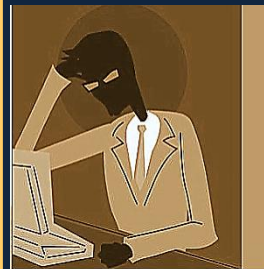
Find a leadership role to establish confidence

Crossover

Establish self-awareness

Learn when to say 'I don't know' & don't become obsessed

Ask others for help



Overall Coping

- Take care of yourself first
- Think about why you chose librarianship
- Exercise and eat well
- Figure out the root

Self-Expectation

- Self-doubt to fulfill expectations
- Under-educated fear (Sare, Bales, & Neville, 2012)
- Burnout from self-pressure (emotional exhaustion) (Shupe & Pung, 2011)
- Juggling pressures of keeping up with emerging trends

Evolving Librarian



Crossover

Crossover happens when situational strains are transmitted to other people who are closely related to the person dealing with the strain (Bakkar, Westman, & Emmerik, 2009)

- Over-empathizing is a risk**
Many reference librarians tend to have an empathetic type of personality; this personality type is drawn to this type of service profession. (Bronstein, 2011).