All Work and No Play: New Reference Librarians and Stress

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Job Relocation

- Self-Expectation
- Crossover

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
- New Work Culture
- Self Expectation
- Crossover

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

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).