Causes:

- **Job Relocation**
  - It’s important to fulfill basic needs in order to grow (Maslow, 1943)
  - Homesickness
    Watt and Badger (2009) found that the level to which people feel accepted affects their degree of feeling homesick.
  - Stress of transition, especially if it’s not in a preferred location
    According to the Occupation Outlook Handbook (2012), librarian positions are predicted to grow by only 7% in the years 2010-2020, and with a competitive market, new librarians may not always have the option of selecting their preferred location.
    Martin (1999) sites a study that found over 50% of surveyed participants felt stress for up to six months post relocation.

- **New Work Culture**
  - Occupational Stress
    Mazzola, Schonfeld, and Spector’s (2011) qualitative study of work-related stress across occupations, countries, and gender found that most people identify interpersonal conflict, work overload, and situational/organizational constraints as their primary complaints of stress.
    The problem forms when, as Joanne Oud (2008) writes, new librarians’ expectations for their new position differ from the actual reality.
  - Clarifying professional role: ambiguity, overload, conflict

- **Self-Expectation**
  - Self-doubt
  - Fear of under-education
    According to a study by Sare, Bales, and Neville (2012) many new Library and Information Science graduates wish they had been challenged more during their graduate education.
  - Self-pressure leading to burnout (emotional exhaustion)
  - Inability to keep up with all the latest emerging trends
    According to Riley-Huff and Rholes (2011), several librarians felt the stress of trying to keep up with evolving technology.

- **Crossover Stress**
  - 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 can lead to crossover
    The type of person susceptible to absorbing stress of others in the workplace is described as empathetic and caring toward others (Bakkar, Westman, and Emmerik, 2009).
    Empathizing with the other person could lead to crossover and the transmission of anxieties (Bakkar, Westman, and Emmerik, 2009).
### Coping:

#### A. 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

#### B. New Work Culture
- Connect with a mentor
- Avoid focusing on negative
- Break up tedious tasks
- Take time to build familiarity

#### C. Self-Expectation
- Be patient
- Reframe failures into learning opps
- Form a new professionals group
- Find a leadership role to establish confidence

#### D. Crossover
- Establish self-awareness
- Learn when to say ‘I don’t know’ & don’t become obsessed
- Ask others for help

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**A.**
- Martin (1999) found that when people have time to prepare for change it makes their transition slightly less stressful.
- Since home, according to Watt and Badger (2009), is often associated with a sense of belonging, new librarians must figure out how to deepen their roots in a new area.
- New librarians must deal with basic physiological and safety needs before skipping ahead and worrying about self-actualization needs (Maslow, 1943).

**B.**
- The first year of library work is usually spent with the librarian trying to make sense of everything (Sare, Bales, and Neville, 2012).
- Organizational socialization, according to Oud (2008), happens when organizational interaction allows a person to collect the knowledge, skills, attitude, and behavior needed to be successful.
- To ease into a new library position, Oud (2008) recommends seeking out the guidance of a mentor.

**C.**
- Oud’s (2008) study found that many adjustments could take up to 6-9 months.
- Leong and Vaughan (2010) claim that new professionals groups could provide reassurance and a voice to new librarians. Having a group who understands your needs and issues can be reassuring.

**D.**
- Bakkar, Westman, and Emmerik (2009) say that social comparison can be used to adjust emotions and regulate.
References


