

The Yes Librarian: On-Demand Services and Burnout

Allison Madar
Research, Instruction & Outreach Librarian
SUNY Oswego





Raise your hand if you've
experienced burnout





 Psychology Today
<https://www.psychologytoday.com> › us › blog › how-to-be-yourself › 202105 › 7-ways-to-recover-f... ***

7 Ways to Recover from Burnout - Psychology Today

Anyone from nurses to students to stay-at-home parents to social media managers can **burn out**. seven strategies can help you bounce back.

1. Start with your body. This is cliché, but take care of yourself. When was the last time you ate lu
2. Pinpoint which of these six areas are causing your problems. According to the foremost exper
3. Look to the future. The opposite of job burnout is something called job engagement. So imagi

See full list on [psychologytoday.com](https://www.psychologytoday.com)

 Verywell Mind
<https://www.verywellmind.com> › burnout-recovery-and-prevention-6753704 ***

How to Recover From Burnout - Verywell Mind

Jan 25, 2026 · Fortunately, there are strategies that you can use for **burnout recovery and prevention** that can minimize the detrimental impact that **burnout** can have on your **how to recognize the signs of burnout**, steps you can take to prevent it, i

 WebMD
<https://www.webmd.com> › mental-health › burnout-symptoms-signs ***

Burnout: Symptoms, Risk Factors, Prevention, Treatment - WebMD

Feb 3, 2026 · **Burnout**: Being stressed out for an extensive period of time leads to **burnout**. Learn what causes **burnout**, what the signs are, and **how** you can avoid or treat it.

 Calm Blog
<https://blog.calm.com> › blog › how-to-recover-from-burnout ***

How to recover from burnout: 13 ways to support your recovery

Explore what **burnout** is, including its stages and treatment. Plus, **how to recover from burnout**, what the phases of recovery look like and **how long** it will take.

 Mayo Clinic
<https://www.mayoclinic.org> › healthy-lifestyle › adult-health › in-depth › burnout ›

Job burnout: How to spot it and take action - Mayo Clinic

Whatever the cause, job **burnout** can affect your physical and mental health. Here are a few things to know if you have job **burnout** and what you can do about it.

 Liven
<https://quiz.theliven.com> › start › now ...

Take the Burnout Quiz - Burnout Stress Level Quiz ^{AD}

 Cleveland Clinic
<https://health.clevelandclinic.org> › how-to-recover-from-burnout ...

12 Ways To Recover From Burnout - Cleveland Clinic Health Essen...

Burnout is a state of exhaustion, cynicism and poor performance caused by stress. Learn the six steps of **burnout** recovery and 12 strategies to improve your physical, mental and emotional health. ...

We Reviewed The Top 5 Calming Supplements For Stress, Cortisol Balance, And Sleep Support. We Tested The Most Popular Stress Support Supplements To Find Out Which Ones Actually Work
Avoid Bad Products · Top 5 Brands Of 2026 · 2026's Top Buying Guide
Types: Stress Relief, Improve Mood, Cortisol Support, Calm Mind
4 Things To Avoid · Top 5 Stress Supplements · Probiotic Brands to Avoid · Sleep Without Melatonin

One of the largest
predictors of burnout
is a lack of control.

Circles of Control

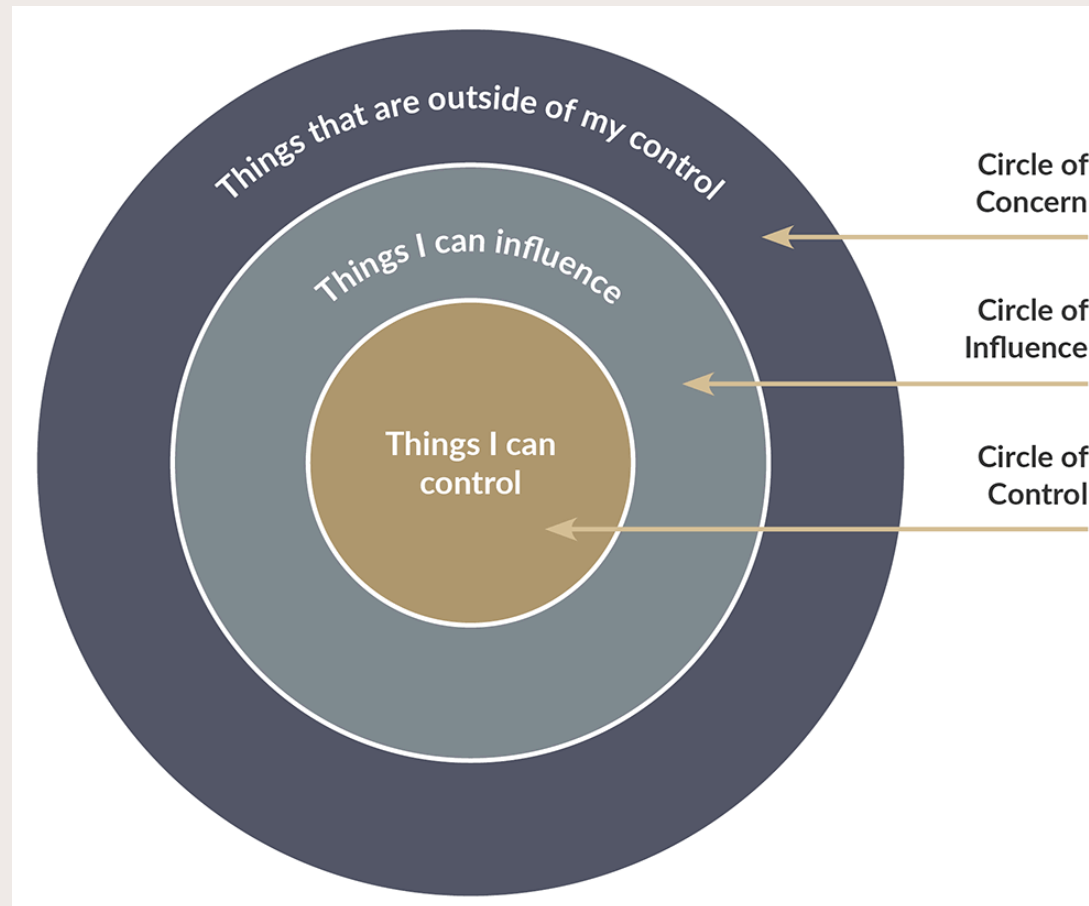


Figure 1: Schaffner, 2025

On-Demand Services

Services that are offered
upon request, and are thus at
the discretion and to the
requirements of the requester



On-Demand Services

- One-Shot Instruction —————> On-Demand
- Reference —————> On-Demand
- Liaison relationships —————> On-Demand
- Outreach —————> Varies

Shifting from On-Demand Services to Library-Owned Offerings

- One-Shot Instruction —————> Allow librarians to teach information literacy courses, host our own workshops, and own our teaching
- Reference —————> Inherently on-demand
- Liaison relationships —————> Set department-wide boundaries on response times. Shift from “relationship building” as a core job function, towards allowing the library to shine as its own department and/or relationship building as a departmental goal, rather than an individual’s goal

References

- Ettarh, F. (2018, January 10). *Vocational awe and librarianship: The lies we tell ourselves*. In the Library with the Lead Pipe. <https://www.inthelibrarywiththeleadpipe.org/2018/vocational-awe/>
- Leiter, M. P., Bakker, A. B., & Maslach, C. (Eds.). (2014). *Burnout at work : a psychological perspective* (First edition.). Psychology Press, Taylor & Francis Group.
- Maslach, C., & Leiter, M. P. (1997). *The truth about burnout : how organizations cause personal stress and what to do about it* (1st ed.).
- Moore, J. (2025, August 13). *Going around in circles: Interrogating librarians' spheres of concern, influence, and Control*. In the Library with the Lead Pipe. <https://www.inthelibrarywiththeleadpipe.org/2025/circles/>
- Jossey-Bass. Weirick Johnson, M. (2025). Job Control, Library Instruction, and Burnout: A Quantitative Analysis of Academic Instruction Librarians' Experiences of Job Control While Teaching. *College & Research Libraries*, 86(1), 50. <https://doi.org/10.5860/crl.86.1.50>
- Schaffner, A. K. (2025, June 22). *Understanding the circles of control, Influence & Concern*. PositivePsychology.com. <https://positivepsychology.com/circles-of-influence/>
- Veldhoven, M. V., & Peccei, R. (2015). *Well-being and performance at work : the role of context*. Psychology Press, Taylor & Francis Group.
- Welch, I. D., Medeiros, D. C., & Tate, G. A. (1982). *Beyond burnout : how to enjoy your job again when you've just about had enough*. Prentice-Hall.
- Yousefi, B. (2022, November 4). Closing keynote. Critical Librarianship & Pedagogy Symposium 2022.

Thank you

Allison Madar

allison.madar@oswego.edu

Research, Instruction & Outreach Librarian
SUNY Oswego

