Preventing Burnout

Signs, Symptoms, Causes, and Coping Strategies
What is burnout?

• Burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed and unable to meet constant demands.

Burnout:

• reduces your productivity
• saps your energy
• leaves you feeling increasingly helpless, hopeless, cynical, and resentful
Stress and Burnout

• Stress is often relatively short-term, and it is often caused by a feeling that work is out of control. You might experience stress several days in a row, especially when you're working on a large project or under a tight deadline.

• Burnout often takes place over a longer period.
You may be on the road to burnout if:

- *Every* day is a bad day.
- Caring about your work or home life seems like a total waste of energy.
- You’re exhausted all the time.
- The majority of your day is spent on tasks you find either mind-numbingly dull or overwhelming.
- You feel like nothing you do makes a difference or is appreciated.
Dealing with Burnout: The "Three R" Approach

• **Recognize** – Watch for the warning signs of burnout

• **Reverse** – Undo the damage by managing stress and seeking support

• **Resilience** – Build your resilience to stress by taking care of your physical and emotional health
Work-related causes of burnout

- Feeling like you have little or no control over your work
- Lack of recognition or rewards for good work
- Unclear or overly demanding job expectations
- Doing work that’s monotonous or unchallenging
- Working in a chaotic or high-pressure environment
Warning signs and symptoms of burnout

Physical signs and symptoms of burnout

- Feeling tired and drained most of the time
- Lowered immunity, feeling sick a lot
- Frequent headaches, back pain, muscle aches
- Change in appetite or sleep habits
Emotional signs and symptoms of burnout

- Sense of failure and self-doubt
- Feeling helpless, trapped, and defeated
- Detachment, feeling alone in the world
- Loss of motivation
- Increasingly cynical and negative outlook
- Decreased satisfaction and sense of accomplishment
Behavioral signs and symptoms of burnout

- Withdrawing from responsibilities
- Isolating yourself from others
- Procrastinating, taking longer to get things done
- Using food, drugs, or alcohol to cope
- Taking out your frustrations on others
- Skipping work or coming in late and leaving early
Preventing burnout

- **Start the day with a relaxing ritual.**
  Don’t get out of bed as soon as you wake up, spend at least fifteen minutes meditating, writing in your journal, doing gentle stretches, or reading something that inspires you.
• **Adopt healthy eating, exercising, and sleeping habits.**

When you eat right, engage in regular physical activity, and get plenty of rest, you have the energy and resilience to deal with life’s hassles and demands.
• **Set boundaries.**
  Don’t overextend yourself. Learn how to say “no” to requests on your time. If you find this difficult, remind yourself that saying “no” allows you to say “yes” to the things that you truly want to do.
• **Take a daily break from technology.**
  Set a time each day when you completely disconnect. Put away your laptop, turn off your phone, and stop checking email.
Recovering from burnout

• **Strategy #1:** *Slow down*
  Cut back whatever commitments and activities you can. Give yourself time to rest, reflect, and heal.

• **Strategy #2:** *Get support*
  Sharing your feelings with another person can relieve some of the stress.
• **Strategy #3: Reevaluate your goals and priorities**

Burnout is an undeniable sign that something important in your life is not working. Take time to think about your hopes, goals, and dreams. Burnout can be an opportunity to rediscover what really makes you happy and to change course accordingly.
Burnout Test
If you agree with the following you may be having symptoms of burnout- please see your doctor

- I often have a "don't care" attitude.
- I feel emotionally exhausted.
- I feel depressed.
- I rarely have a good day.
- I am chronically tired and may even wake up exhausted.
- I don't have much motivation to be with people.
Close this window to take the test.