

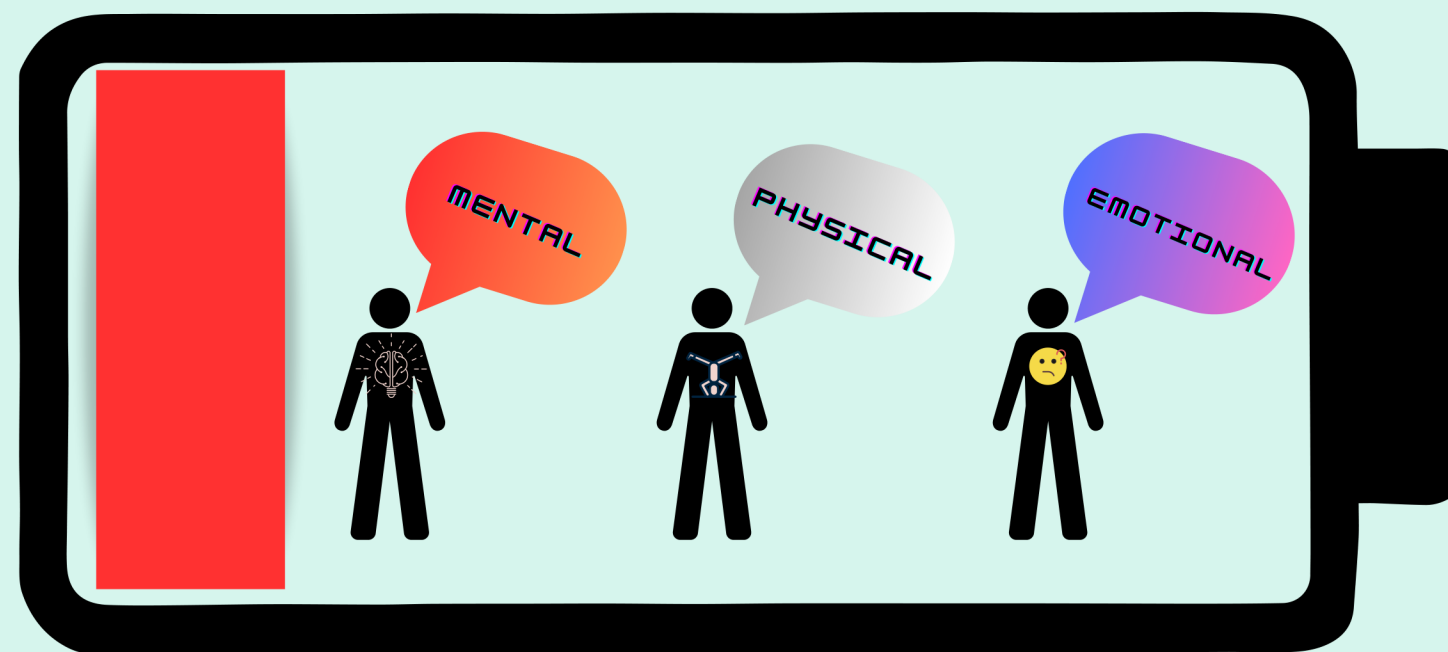


BURNOUT

Signs, Causes,
Preventions, and Reversals



BURNOUT



What is burnout?

Burnout is the feeling of emotional, physical, or mental exhaustion that happens as a result of overwork. When you're overworked, you're working too hard, too much, or for too long.

Burnout can happen to anyone. According to the Anatomy of Work Index, 71% of knowledge workers experienced burnout at least once in 2020. Of those workers, nearly half of respondents (46%) cited being overworked as a key factor contributing to burnout.

What's the difference between burnout and stress?

Burnout isn't the same thing as stress. Depending on your personality type, you may react positively to stress. In fact, some team members find that small amounts of stress helps them feel more productive and motivated.

But too much pressure and stress can lead to burnout. In these cases, you've been so worn down by stress that you feel—as the name suggests—burnt out. While the benefits or detriments of slight stress vary from person to person, burnout is exclusively detrimental.

What are the symptoms of burnout?

The effects of burnout can manifest in your life through mental, emotional, and physical symptoms. Common symptoms of burnout include:

Mental Burnout:

- Regularly Dreading going to work
- Lack of interest or motivation
- Decreased sense of accomplishment
- Uncontrollable procrastination
- Feeling incapable of coping with new challenges
- Easily forgetting things

Physical Burnout:

- Exhaustion
- Chronic stress
- Inconsistent sleep habits
- Sudden, frequent health problems, ranging from headaches and colds to mental health illnesses like depression and anxiety

Emotional Burnout:

- Cynicism at work
- Irritability or anger at work
- Suddenly and intensely disliking your job
- Feelings of hopelessness at work
- Feeling like you should isolate yourself from others

What causes burnout?

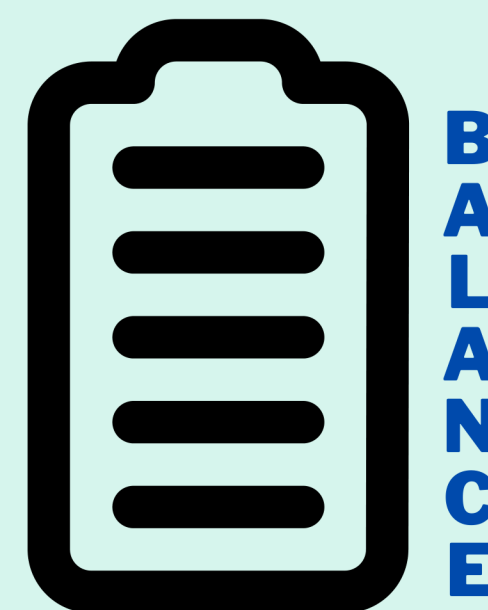
In particular, you may be at risk of burnout if you have:

- Little to no control over your workload.
- Little to no recognition of a job well done.
- Unclear job expectations.
- Unreasonable or overly demanding job expectations.
- High-pressure work environments.
- Too much work—specifically when it leads to less time to do the things you enjoy outside of work.

How to prevent burnout?

One of the most impactful things you can do as a manager is support your team and recognize burnout before it happens. There are a variety of tools, strategies, and conversations you can have with your team to take action against burnout.

- Regularly evaluate your teams' Mental, Physical, and Emotional Health.
- Regularly provide opportunities to make work fun.
- Regularly provide opportunities for work environment feedback
- Pay attention to the signs not just the words.



How to reverse burnout?

- Help them *Schedule breaks.*
- Help them *Set boundaries.*
- Help them *Take time off.*
- Help them *Take care of themselves.*
- Help them *Align work with personal goals.*
- Help them *Balance work with personal life.*

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