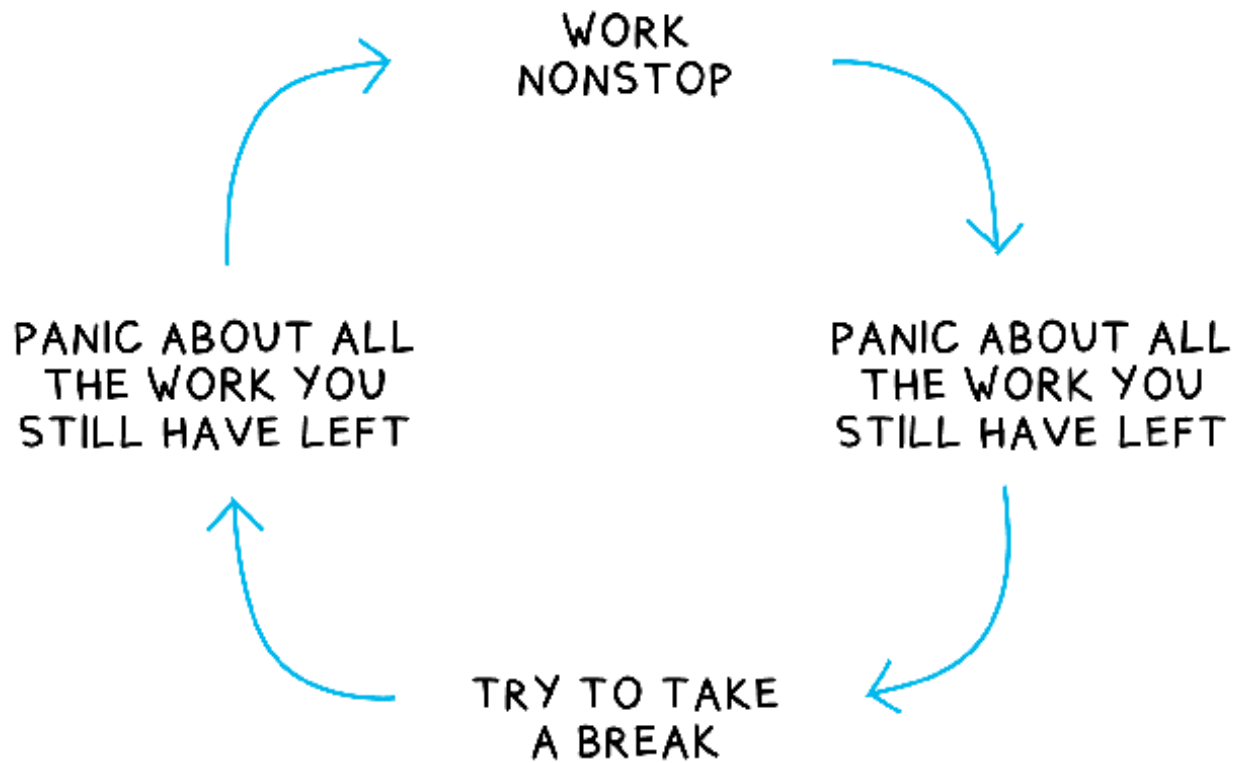


## WHAT BURNOUT FEELS LIKE



LIZ FOSSLIEN

# 7 Cues Of Employees Burnout

1



Decreased productivity and quality of work

2



Withdrawn and disengaged

3



Doubtful and complaining

4



Hostility and inflexibility

5



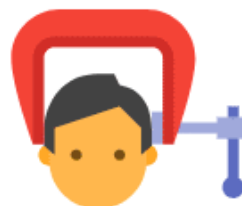
Exhaustion and drained out

7

6



Frequent absenteeism and sick leaves



Elevated stress and fuzzy memory



# Tips to Prevent Employee Burnout



Try to get at least eight hours of sleep. Bad sleep patterns can intensify stress and response-time.



Proper nutrition is critical during times of crisis. Eat at least three times a day and drink plenty of water.



For people working from home, remember to take breaks. Go outside and take a walk to help clear your head.



Surround yourself with as many positive people who you can go to for support.



Acknowledging where your stress comes from makes it easier to confront and find the right coping strategy.



If watching or reading the news is a stress trigger, then limit the amount of news that you consume per day. Turn off the television, set down your phone and take a break from social media.



Do something that helps to relieve your stress, such as going for a walk, talking to a friend, writing a journal, exercise regularly, or enjoy a good meal.



Reach out to mental health resources and professionals, including support groups for assistance.



Keeping a schedule for your day will help give you control for a situation that seems out of control.

# *the* 7 BEST WAYS *to* **AVOID BURNOUT AT WORK**

1

## ***Practice Self-Care***

When you constantly give of yourself on the job, it's easy to get depleted. Replenish your energy by eating whole foods, exercising at least 3 times a week for 30 minutes, and maintaining good sleeping hygiene.

2

## ***Set Boundaries***

Don't give so much to others that there's nothing left over for you. Your time and energy are valuable. Protect them!

3

## ***Nurture Your Spiritual Well-being***

If you find yourself getting stressed out at work, you need to balance this with a regular practice that uplifts you. Yoga and meditation can help ground you to your inner sense of peace, well-being, and gratitude.

4

## ***Connect with Nature***

Staying connected to nature can buffer you from stress. Go hiking, walk next to water or trees, have plants around you, and look out the window often.

5

## ***Practice Mindfulness***

Cultivating an open, compassionate, and accepting mindset helps with focus and emotion regulation. Try to notice when you're on automatic pilot or zoning out and keep bringing your attention back to the present.

6

## ***Connect with Your Why?***

During challenging times, think about your purpose and the ways in which you are contributing to the world.

7

## ***Stay Curious***

Keep reading and exploring new approaches and advances in your field. Maintain a growth mindset, practice and grow your skills, and try to see the opportunities in each challenge.



# IDENTIFYING EMPLOYEE BURNOUT

(AND WHY IT HAPPENS)



## → EXHAUSTION

Employees can feel exhausted from their jobs if they cannot manage their workloads. Constantly changing job descriptions and tasks that are hard to complete put workers at a higher risk of burnout. If employees never feel successful, they will not be engaged in their work.



## → MISTAKES

If individual responsibilities are not clearly communicated, then employees will struggle to properly complete their work. In fact, it's been reported only 60% of workers strongly agree they understand what is expected of them at work. Employees are bound to make mistakes when their role is unclear.



## → SICKNESS

Some companies implement severe punishments for the simplest mistakes. However, this creates a high-stress environment for employees who fear losing their jobs over a small error. This kind of intense stress can cause employees to suffer from serious physical and mental illness.



## → DEPRESSION

Employees who are dedicated to their job roles rightfully expect the same respect from their employer. If employees feel they are not treated fairly, or compensated properly, they are 2.3 times more likely to experience high-level burnout. This can cause them to feel undervalued, and even depressed.



## → IRRITABILITY

Good leadership is crucial for any company. But micromanaging and restricting individual freedoms can lead to extreme frustration for the employee. Workers who feel they lack control over their jobs and are unable to make decisions are at great risk for burnout.



## → CYNICISM

A company's leadership team can influence employees from the top down, for better or for worse. Leaders need to explain responsibilities, treat everyone fairly, support their employees, and recognize good work. If not, employees are bound to become highly cynical and, eventually, burnt out.



Sources: [arcoro.com](http://arcoro.com), [mededwebs.com](http://mededwebs.com)

## Take these steps to prevent burnout:



Set up a comfortable workspace, ideally separate from your after-work activities.



Maintain a daily routine, set boundaries on work hours and take periodic breaks.



Stay connected with coworkers and friends, especially if you're working remotely.



Try to find the source of your stress, and address it with a healthy strategy that works for you.



If workplace discrimination is a source of your stress, contact workplace, government or other organizations to seek just treatment.