



# Burnout: Signs and Symptoms

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Being there matters.

# What Burnout Isn't

- ▶ Burnout is not:
  - ▶ Dissatisfaction with your job.
  - ▶ Needing a break.
  - ▶ Feeling tired.

If those were the only requirements for burnout, we'd all be feeling it pretty consistently, especially over the last year. Generally, these are necessary but not sufficient traits of burnout.

If you feel these, you likely need a break, after which you can resume your normal pace of life.





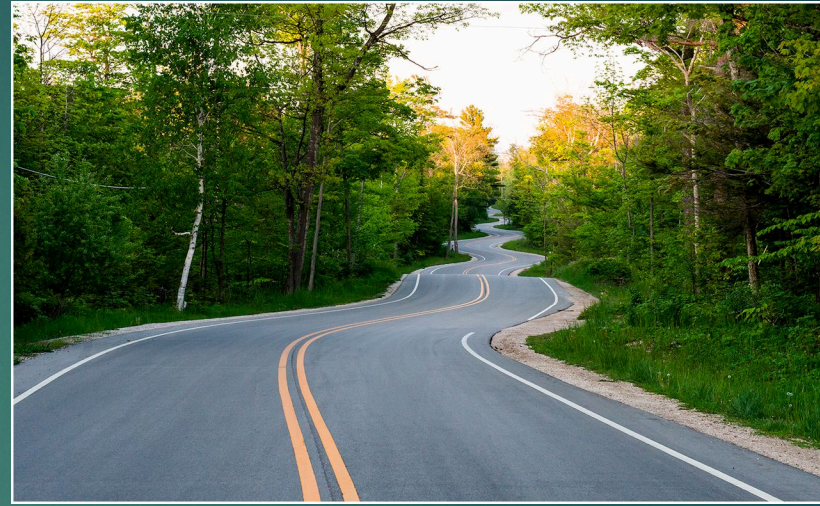
# Ok then, what exactly is burnout?

- ▶ Burnout is comprised of three separate elements:
  - ▶ Exhaustion
  - ▶ Cynicism or Detachment
  - ▶ Ineffectiveness





# The Path to Burnout



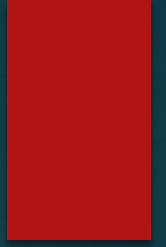
You may find yourself somewhere on this spectrum, but only the last step is considered true burnout



# Causes of Burnout

- ▶ Excessive work demands
  - ▶ Characterized by too much work, or working outside of your scope.
  - ▶ You could be the wrong person for the job.
- ▶ Limited job resources
  - ▶ Little in the way of time, supplies, or support at your job.
  - ▶ Budget cuts leave you wanting help, and the work piles up.

# Overall Symptoms



## Exhaustion

- Irritability
- Headaches
- Nervousness
- Loss of Energy
- Memory Issues
- Hopelessness
- Change in Appetite
- Trouble Concentrating

## Cynicism

- Isolation
- Lack of Enjoyment
- Apathy
- Negative Attitude
- Excessive Sarcasm
- Dread of Work
- Self Medication
- Impatience

## Ineffectiveness

- Loss of Productivity
- Poor Performance
- Missing Work Goals
- Habitual Complaining



# The Six Risk Factors

► There are six risk factors that lead to burnout:

1. Workload – too much, or the wrong kind
2. Control – no authority to do what is needed
3. Reward – insufficient pay or acknowledgement
4. Community - isolation
5. Fairness – nepotism, pay inequality
6. Values – unethical work practices

# Managing Burnout

- ▶ The best defense against burnout is engagement.
  - ▶ Feeling energized and engaged at work can go a long way in minimizing the symptoms of burnout.
  - ▶ When engagement is low, a person is increasingly susceptible to burnout.
  - ▶ Increasing engagement must happen at two levels: the individual and the organizational.

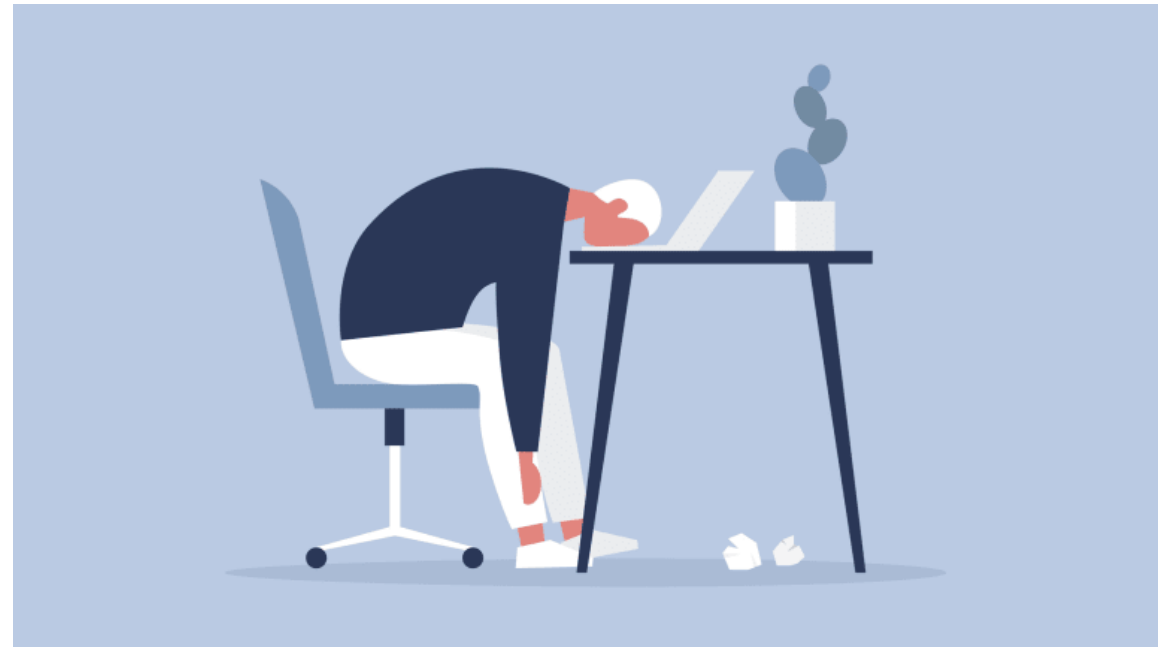


# Ways to Stave off Burnout

- ▶ Schedule Downtime
  - ▶ If it isn't on the calendar, it doesn't exist.
- ▶ Fight Perfectionism
  - ▶ It is acceptable to set high standards for yourself, but be compassionate regardless of the outcome.
- ▶ Strong Work/Home Boundary
  - ▶ Put your work laptop and phone away at home if you can.
  - ▶ Prioritize other activities.
- ▶ Exercise, Sleep, Healthy Eating
  - ▶ These may seem like no-brainers, but all 3 are crucial in fighting off exhaustion and blocking off the chain of burnout.

# In the Workplace

- ▶ Try to shift your perspective
  - ▶ What can be changed vs what cannot be.
  - ▶ Reset your expectations of colleagues.
  - ▶ Take breaks when possible, go for walks or remove yourself from the work environment.
  - ▶ Learn to say no. It takes practice!
  - ▶ If you need to, talk to your union, manager, or HR person about steps they can take to mitigate burnout.
    - ▶ If you're feeling it, you're likely not the only one.





# In Summary

- ▶ Burnout isn't just being tired or low energy at your job.
- ▶ It is a combination of exhaustion, cynicism, and ineffectiveness.
- ▶ It is important to be aware of your symptoms and make sure they're not becoming increasingly severe.
- ▶ Burnout can be viewed as an individual issue or an organizational one. Changes will likely have to be made on both sides.
- ▶ It can feel overwhelming and unbeatable, but if you see the symptoms you feel as a warning sign and a call to action, they can be highly motivational.



The background of the image is a dense, overlapping field of small, rectangular sticky notes. Each note is a different color, including shades of blue, green, yellow, red, pink, and grey. Every single note has a large, bold, black question mark printed on it. The notes are scattered across the entire frame, creating a textured, busy appearance. In the center of this field, the text "Questions or Comments?" is written in a clean, white, sans-serif font. The text is split into two lines: "Questions?" on the top line and "Comments?" on the bottom line. The white color of the text contrasts sharply with the darker, multi-colored background, making it the central focus of the image.

Questions?  
Comments?