



Burnout

Tactics in Avoidance

"A state of physical, emotional, and mental exhaustion caused by long term involvement in emotionally demanding situations."

DEFINE

Warning Signs

- Having a negative and critical attitude at work
 - Dreading work, wanting to leave when you get there
 - Low energy, little interest in work
 - Trouble sleeping
 - Absenteeism
 - Feeling empty
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- Headaches, illness, backaches
 - Quick to irritate
 - Thoughts work lacks meaning
 - Emotionally pulling away
 - Feeling unrecognized
 - Blaming your mistakes on others
 - Thoughts of quitting or changing roles



Is it Stress or Burnout?

- Stress is short-term
- Burnout is longer and seems to compound

Burnout Causes

- Lack of autonomy
- Lack of control of your work
- Unclear goals or expectations
- Dysfunctional team or organization
- Excessive workload
- Little support from above
- Lack of recognition
- Low-stimulation work



Burnout Results

- Productivity drops
- Impacts team
- Impacts organization
- Creativity will be affected
- Future opportunities
- Absenteeism
- Personal life impacted



NOPE



How to Avoid Burnout

- Work with purpose
- Perform a Job Analysis
- "Give" to others
- Take control
- Exercise
- Learn to manage stress





Work with Purpose

- Consider the deep impact of what you do
- How does your work improve lives
- Could you add more meaning?

Perform a Job Analysis

- Clarify an expectation and what isn't
- What is important to your role?
- Vocalize excessive workload
 - Solutions?



"Give" to Others

- Recognize others
- Appreciate help
- Give grace





Take Control

- Tasks
- Projects
- Deadlines

Exercise

- Get away from your desk
- Take your breaks
- Commit to be active



A silhouette of a person sitting in a meditative lotus position on a grassy hill. The person is facing away from the camera, looking towards a vibrant sunset sky with orange, yellow, and purple hues. The sun is low on the horizon, creating a bright glow. The person's hands are resting on their knees in a mudra.

Manage Stress

- Breathing
- Meditation
- Relaxation techniques
- Actively think positively



Questions?



By the Numbers

- 89% of workers have experienced burnout in the last year
- 77% employees have experienced burnout at their current job
- 21% of workers aren't aware of programs to alleviate burnout
- 40% of workers have left their jobs due to burnout