

Managing and Preventing Burnout



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Burnout has become an epidemic in the modern workplace, leaving employees exhausted, unmotivated, and struggling to cope. The good news? There are ways to manage and prevent burnout. To begin, it helps to take a closer look at this condition and its causes.

What Is Burnout?

Burnout is more than just feeling tired or stressed. It's a prolonged response to chronic workplace stress and is characterized by:

- Emotional and physical exhaustion
- Feeling detached from work and others
- Feeling ineffective, like nothing you do can make a difference

Recognizing the Signs

Burnout can feel similar to depression and can make even the simplest tasks overwhelming. Left unaddressed, it can have serious consequences on your health, well-being, job performance, relationships, and more. Be aware of the following:

- **Physical symptoms:** Chronic fatigue, sleep disturbances, headaches, low immunity
- **Emotional symptoms:** Anxiety, depression, irritability, lack of motivation
- **Behavioral symptoms:** Withdrawal from responsibilities, isolation, using unhealthy coping mechanisms

Recognizing the Causes

While workplace challenges play a major role in causing burnout, lifestyle traits, and personality traits also play a role.

Here's a closer look:

1. Work-related challenges that contribute to burnout include:

- Unrealistic deadlines and overwhelming schedules
- Lack of clear job expectations or proper supervision
- Feeling undervalued or unrecognized for your contributions
- Difficulty unplugging from work, especially in remote roles

2. Lifestyle challenges that contribute to burnout include:

- Lack of work-life balance, which increases stress and exhaustion
- Poor sleep habits, which make it harder to cope with daily challenges
- Unhealthy diet and inadequate exercise, impact energy levels, mental health, and stress resilience
- Minimal social support can intensify feelings of isolation and stress
- Overcommitment can leave you feeling drained and overwhelmed

3. Personality traits that can contribute to burnout include:

- Perfectionism and feeling like nothing is ever "good enough"
- People-pleasing tendencies and trying to meet everyone else's needs at the expense of your own
- High-achieving or Type A personality, which interferes with getting appropriate rest
- An inability to delegate
- Fear of failure or constant worry makes it hard to unwind

When to Reach Out for Help

If every day feels like a bad day, and you no longer find joy in work or personal activities, it may be time to take action. Burnout has a way of escalating and interfering with your health, relationships, and ability to function in everyday life.

Your Assistance Program can help you take proactive steps and regain your balance and well-being. Services are free, confidential, and available to you and your family members. You can access them 24/7 by visiting [Member Support](#).