

Beating Burnout



Burnout has become especially pervasive amid the fast-paced culture and chronic stress we have grown used to in the past decade. To protect your health, it's important to learn the signs of burnout and what you can do to prevent it.

3 Steps to Counteract Burnout

Recognize Signs

- **Exhaustion:** Emotional, physical and/or cognitive fatigue, dread waking up to face responsibilities
- **Cynicism:** Feeling disconnected from any purpose, loss of motivation, bleak outlook
- **Inefficacy:** Lack of productivity and feelings of incompetence: "I don't think I am making a difference"

Respond

- **Seek Support:** Whether family, friend or mental health professional, talk with someone.
- **Focus on what you can control:** What is in your power to do to improve your situation?
- **Find meaning:** Reflect on what is meaningful in your day to day. How can it shape your future or purpose?
- **Establish boundaries:** Decide what you can say "no" to so you can say "yes" to what you want to do.
- **Disconnect:** Schedule time each day to take a break from your computer, phone, email and media.
- **Seek balance:** Identify activities that give you energy to help counteract those that drain you.

Recharge

- Weave in small behaviors throughout the day to start to detach, increase your emotional threshold, and build resilience. Some ideas: meditation, a short walk, or quality time with your family.
- Whether you have two minutes or two hours, every moment you take for yourself improves the quality of your day and your life. Consider a "menu" of options or rituals for different amounts of time:



10-minute morning meditation



Weekly hike in the woods



5-minute mindfulness breaks



Monthly massage

Burnout may be pervasive but it can be prevented.

If you're feeling burnout symptoms, contact your Employee Assistance Program. We have the tools and guidance to help you build resilience and find balance in your life and work.

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