

Hello,

This week I want to discuss burnout, its signs, its effects and how we can prevent it in the workplace. The Mayo clinic defines burnout as a special type of work-related stress – a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity. "Burnout" isn't a medical diagnosis, but it can have effects on your mental and physical health if not addressed.

**B U R N O U T**

We know what burnout is, but now we need to know how it happens. Burnout can be caused from many things including work, personal lives and our own personality types. Let's take a deeper look at what factors go into this issue.

### Work-related causes of burnout

- Feeling like you have little or no control.
- Lack of recognition or reward for good work.
- Unclear or overly demanding job expectations.
- Doing work that's monotonous or unchallenging.
- Working in a chaotic or high-pressure environment.

### Lifestyle causes of burnout

- Lack of close, supportive relationships.
- Taking on too many responsibilities, without help.
- Not getting enough sleep.
- Not taking care of physical health concerns

### Personality traits that can contribute to burnout

- Perfectionistic tendencies; nothing is ever good enough.
- Pessimistic view of yourself and the world.
- The need to be in control; reluctance to delegate to others.
- High-achieving, Type A personality.

**Burnout can present itself through emotional symptoms, physical symptoms and behavioral symptoms. Let's take a look at what that could look like in you and others.**



### Emotional

- Sense of failure and self-doubt.
- Feeling helpless, trapped, and defeated.
- Detachment, feeling alone in the world.
- Loss of motivation. Increasingly cynical and negative outlook.
- Decreased satisfaction and sense of accomplishment.

### Physical

- Feeling tired /drained most of the time.
- Lowered immunity, frequently ill.
- Frequent headaches or muscle pain.
- Change in appetite or sleep habits.

### Behavioral

- Withdrawing from responsibilities.
- Isolating from others.
- Procrastinating, taking longer to get things done.
- Using food, drugs, or alcohol to cope.
- Taking frustrations out on others.
- Skipping work or coming in late and leaving early.

Now that we can identify the signs and causes of burnout, I think it is important to remind ourselves that it is preventable. There are tons of steps we can take to avoid burnout in our work and personal lives. One of the biggest things we can do for ourselves is to continue self care. While I know it is difficult to schedule time in our lives just for ourselves, it is essential that we do so.



## Tips to avoid Burnout

### Focus on you health

- Avoid nicotine and alcohol
- Spend time exercising
- Eat a well rounded diet
- DRINK WATER!

### Focus on your mental wellbeing

- Ask for help when you need it.
- Seek professional help.

### Turn to other people

- Spend time with quality friends and family
- Ask for support
- Limit your contact with negative people
- Find new friends and connect with your community

### Reevaluate your priorities

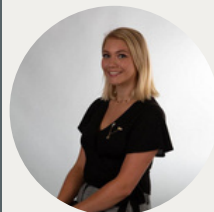
- Take a break from technology and social media
- Nourish your creative side
- Get some sleep
- Set healthy boundaries
- Set aside time for yourself

Want to know more? Check out these resources.

- [Mayo Clinic](#)
- [Crisis Lifeline](#)
- [Mental Health Resources](#)



Contact Your Mental Health Navigator:



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