

Do you know the signs of

BURNOUT?



The issue

Australians are currently experiencing increasing symptoms of burnout. Up to **62%** of Australian employees experience burnout, compared with a global average of 48%. Burnout is the outcome of chronic, work-related stress and is particularly common in helping professions.

IN THIS ISSUE

**WHAT IS BURNOUT?
DEFINING THE ISSUE**

**WHY DO PEOPLE
BURNOUT?**

**WHAT ARE THE SIGNS
OF BURNOUT?**

**WHAT CAN WE DO TO
MANAGE BURNOUT?**



Defining burnout

Burnout is characterised by three components. These are exhaustion and chronic fatigue; mental distance, detached attitude and loss of interest in work; and reduced feelings of efficiency, competency, and accomplishment.

Why do people burnout?

There are many factors that contribute to burnout and how each individual responds to stressful events varies. Two individuals may experience the same working conditions and one may burn out, while the other shows no symptoms. This occurs because the way that we respond to stressful events is dependent upon how we evaluate and attach meaning to those events.

Factors that may contribute to burnout include:

- Working too many hours and long shifts
- Taking on too many responsibilities
- Lack of support from managers and supervisors
- Unrealistic work goals or expectations
- Staff shortages
- Disorganised or unhealthy working environment
- Lack of recognition for work
- Micromanagement
- Poor match of skills to work role
- Not getting enough sleep, exercise, or rest



What are the signs of burnout?



- Feeling exhausted all the time
- Lack of enjoyment or decreased satisfaction
- Loss of motivation, passion, or drive
- Low frustration tolerance and being easily irritated
- Difficulties with attention, concentration, or focus
- Inability to complete tasks within reasonable timeframes
- Conflict in relationships
- Negative impacts on other areas of daily life
- Withdrawal
- Feelings of helplessness

What can we do to manage burnout?

1. Change work related behaviours. This includes developing a healthy work-life balance, working less hours, taking regular breaks, containing work related tasks to dedicated working hours and days.
2. Develop healthy coping skills to manage stress. This includes organisation and time management, learning to set boundaries, cognitive restructuring, delegating where possible and appropriate, and scheduling down time.
3. Access social supports. This includes talking to trusted people (family, friends and colleagues), and seeking supervision.
4. Practice relaxation strategies. This includes deep breathing exercises, meditation, and any other calming and regulating activities.
5. Prioritise your physical health. This includes ensuring you are getting enough movement in to each day, taking walks and breaks from your desk, exercising regularly, getting some sunlight if you work indoors, drinking enough water, adequate sleep and eating a nutritious diet.