

What is Burnout?

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:



feelings of energy depletion or exhaustion



feelings of negativism or cynicism related to one's job

reduced professional efficacy

The difference between Stress and Burnout



Burnout is the result of unrelenting stress, but it isn't the same as just being stressed out. If you can still imagine the finish line, that there is an end in sight to your stress, you probably aren't burned out, just stressed.

People that are burnt-out don't see any hope or positive end to their current situation. They feel completely depleted and mentally exhausted.



Warning Signs of Burnout:



You are left with little to no energy at the end of the workday



You get sick more often than before you started this job.



Stress inhibits your ability to get a full night of rest.



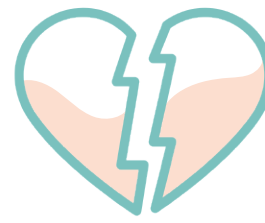
You dread going into work.



You constantly daydream about quitting your job.



You feel overwhelmed, even by the little things.



You don't care about your coworkers' or clients' feelings.



You are on edge and quick to lose your temper.



You may feel completely numb to good or bad events.



You feel stuck, and dread searching for a new job.



You complain about your job to your partner, or roommate too often.



Your depression and anxiety, caused by your job, make it hard to do anything outside of work.



You are pessimistic or cynical about your work and life.



You have little to no motivation to work: you are often late and miss deadlines.



You use drugs or alcohol to cope with the stress of your job.

How to deal with Burnout:

1. Recognize the warnings signs of burnout.

2. Reverse damage of stress

by seeking support and managing it.

- Seek support from your organization, a mental health professional, or someone close to you.
- Connect with coworkers if possible.
- Join an advocacy support group.

3. Build resilience to stress

by taking care of your physical and emotional health.

- Reevaluate your priorities.
- Make time for self-care.
- Take time off of work.
- Re-connect with your personal values.

4. Reframe the way you look at work

- Set boundaries, and lessen your workload when possible.
- Revisit your motivation for taking this job.
- Focus on the parts of your life that bring you joy.