Preventing and Battling Burnout: Tactics That Work

Burnout is the result of chronic workplace stress leading to emotional, mental, or physical exhaustion; characterized by sustained feelings of exhaustion, professional inefficiency, and detachment from the job.

Burnout rates surged during the pandemic, especially among essential workers, reaching up to 70%. Common causes of burnout include work overload, lack of control, insufficient recognition, conflict of values and strained relationships.

There are overlapping symptoms between burnout and depression, which include exhaustion, low mood, and decreased performance. Depression adds low self-esteem, feelings of hopelessness, and suicidal ideation to burnout symptoms.

The signs to recognize burnout include chronic fatigue, reduced empathy, irritability, difficulty making decisions, and cynicism towards work. Encourages self-assessment of burnout levels using a scale ranging from enjoying work to feeling completely burnt out.

Strategies to Prevent Burnout:
1) Emphasize self-care as essential for overall well-being;
2) Importance of scheduling self-care activities to prioritize personal health;
3) Encourages seeking help if experiencing burnout symptoms, recognizing its a sign of strength;
4) Advocates for setting emotional boundaries and learning to say no without guilt;
5) Staying present-focused to avoid wasting emotions on past guilt or future worries;
6) Scheduling activities that bring joy and meaning into daily life;
7) Cultivating relationships outside of work to combat post-pandemic loneliness;
8) Developing positive coping strategies and mental resilience through mindfulness and skills building;
9) Recommends taking regular breaks, conducting wellness checks, and seeking support from health coaches;