



# TACKLING BURNOUT

Burnout is a state of **emotional, physical and mental exhaustion** as a result of **chronic stress** that has not been properly managed. Burnout is commonly portrayed as an adaptation disorder, meaning that a person might be unable to cope with the current stressors they face and may need some **adjustment to their lifestyles** in order to recover.

## CHARACTERISTICS OF BURNOUT

### Exhaustion

Exhaustion can lead to people distancing themselves both emotionally and mentally from their roles. This is likely to be a type of coping strategy, but one that's not helpful or adaptive.

### Cynicism

The attitude that someone develops as the result of experiencing exhaustion. It is a generally negative attitude towards work that can affect the way a person recognises failures and successes. Successes wouldn't be rewarding, and failures would be overemphasised, which can trap a person in a vicious cycle of negativity.

### Sense of inefficacy

Reduced self-efficacy comes about as a person regularly evaluates their past and present accomplishments negatively, resulting in a diminished sense of competence and loss of productivity.



#### Physical

- Headaches
- Stomach aches
- Nausea
- Intestinal issues
- Muscle tension
- Sleep issues
- Back pain



#### Psychological

- Emotional exhaustion
- Feelings of hopelessness or guilt
- Feeling unable to cope
- Irritability or restlessness
- Issues focusing and feeling motivated to do things you normally do



#### Other

- Reduced performance & motivation
- Negativity about tasks
- Issues concentrating and being creative

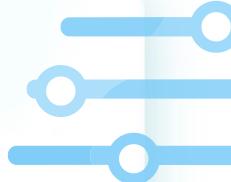
# COPING WITH BURNOUT

## Workplace resources



### Open communication

**Transparency** and **support** can alleviate strain, having open communication is also another form of **social support**, as opposed to trying to handle everything yourself, which can help to **alleviate some of the pressure**.



### Job crafting

Do more of what you love and less of what you don't. Job crafting encourages people to **adjust the characteristics** of their job to their own **abilities, needs and preferences** so that there are no discrepancies between the demands of the job and the effort required to meet them.



## Personal resources



### Resilience

Increase your **personal resilience** and ability to cope - take time to **switch-off**.



### Learned skills

Learn **psychological strategies** for relaxation and managing stress such as **Cognitive Behavioural Therapy (CBT)** and **mindfulness** techniques to alleviate symptoms of stress.



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