

Burnout: Is This Just How It Is?

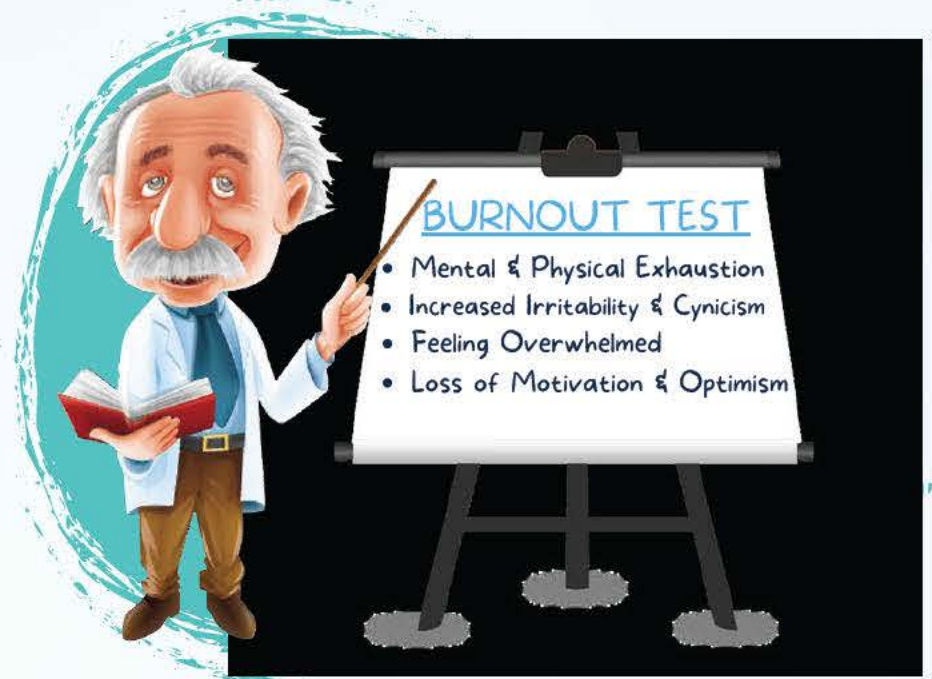
Burnout has arguably become an epidemic in the workplace, profoundly highlighted by the COVID-19 pandemic. Fewer people willing to work pre-COVID jobs have significantly increased workloads for employees in all industries, making stress management strategies ever more challenging.

Is Burnout Affecting You?

Burnout is a state of mental, emotional, and physical exhaustion brought on by repeated or prolonged periods of stress. Though most often work-related, burnout can be linked with other stressors such as parenting, caretaking, or personal relationships.

Frequent feelings of mental and physical exhaustion, anger, cynicism, and a sense of dread about going to work are some key signs of burnout. Withdrawing from people or procrastinating, and feeling overwhelmed by projects or responsibilities may also signal burnout.

In 2019, the World Health Organization (WHO) classified [burnout](#) as a "syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed."



1...2...3 Types of Burnout

There are three basic types of burnout. Knowing what they are can help you take a step back and recognize the signs.

Overload Burnout: People end up with overload burnout from working harder and harder with no downtime, including working during off-hours and during vacations which can often risk their health and personal life.



Boredom Burnout: Signs of boredom burnout include indifference, feeling unappreciated, a lack of available opportunities for advancement or learning, leading to cynicism, avoidance of responsibility, and withdrawal from colleagues.



Passive Burnout: This type of burnout usually results from feeling helpless or incompetent at work, unable to keep up with job demands. These employees tend to be unmotivated, passive, and unoptimistic.



The Vacation Expectation

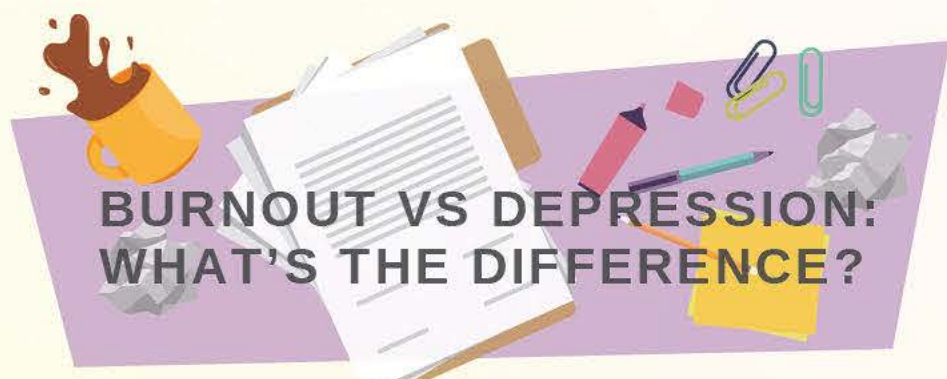
A vacation is always a welcome respite from work, but burnout syndrome can take longer and be much more complicated to solve. Being aware of the issue and identifying the source is an important first step on the path back to a more positive mental outlook.

Acknowledge your burnout. If you regularly drag yourself, still exhausted, out of bed each day or feel you don't have the energy to deal with work, you need to acknowledge that you may be burned out and evaluate your stressors.

Take that vacation. Taking some time to completely disconnect from the stresses at work and reconnect with the important things in your life will help you gain perspective.

Identify the things you can control. Stress may not be unavoidable, but taking control of the things you can, may help. Something as simple as making sure you don't eat lunch at your desk or not answering calls or emails during downtime could make a significant difference.

Take care of your health. Uncontrolled, prolonged stress can have a detrimental effect on your physical and mental health. Countless studies have shown that unchecked stress, not enough rest, and poor nutrition have been linked to many preventable diseases.



[Burnout and depression](#) can have many of the same contributing factors, but they are not the same thing. The primary difference between them is that it is likely not harmful if stress is short-lived or tied to a specific goal. If you remove the source of your stress and feel better, it is probably not [depression](#). However, when the pressure feels relentless, and you feel a sense of hopelessness and apathy, you may be in danger of burnout.

If you have ongoing symptoms of depression, it is important to seek professional help.

Fuel For the Fire

In addition to external factors, certain [personality traits](#) can contribute to your susceptibility to burnout, such as being a high-achieving Type-A personality, being more pessimistic, having perfectionist tendencies, or being excitable.

Boundaries Not Barriers

The real key to managing burnout is to do what you can to prevent it in the first place.

There is no question that [self-care](#) and time off from work are essential aspects of bouncing back from burnout, but prevention is the best way to address it. Setting clear [boundaries](#) between our work and personal lives that we are able to stick to will help keep burnout at bay.



Council Comics

Leaders should respect employees during off-hours by not emailing or calling past the close of business if employees are off the clock. Both hourly and salaried team members deserve this courtesy and respect. Remember, just because an employer pays you to do a job does not give them unlimited access to your time.

Recognizing the signs, opening a dialogue with your manager, setting some basic work/life boundaries, taking some time away from work, and practicing some essential self-care will go a long way to helping you connect on a more positive level with all aspects of your life.



Educational Resources

- [Good Reads: Best Books For Burnout](#)
- [Avoiding Burnout: 10 Tips for Self-Care](#)
- [30 Self-Care Ideas for Burnout](#)
- [Managing Burnout Through Self-Care Strategies](#)
- [Signs of Employee Burnout & How Managers Can Help](#)
- [16 Employee Burnout Statistics You Can't Ignore](#)
- [Workplace Burnout Survey](#)
- [7 Signs of Emotional Burnout: Video](#)
- [Burnout Is Now A Legitimate Diagnosis: Here Are The Symptoms And How To Treat It: Video](#)

ALL-IN the Mix

