

Burnout

A Phenomenon That Organizations Can No Longer Ignore

Talented employees **want** to work hard and be productive. All they need is the support of great managers and an exceptional employee experience. When organizations meet these needs, they empower their people to be highly productive **without** becoming burned out.

Gallup, Employee Burnout: Causes and Cures, 2020

HOW TO STOP BURNOUT BEFORE IT STARTS

SIX TIPS PLUS EMOTIONAL INTELLIGENCE

Burnout can significantly affect your mind and body causing you to suffer from exhaustion, anxiety, and even depression. If you don't make changes, ***burnout can lead to even more severe health problems such as heart attacks or strokes.***

In order to avoid burnout, it's important to get into a habit of recognizing its warning signs so you can stop it before it begins. Even some relatively simple life changes may make it more likely for you to avoid burnout all together.

Here are some tips you can try to keep burnout at bay:

1. **Analyze Your Workload.** It's quite easy to take on too much without realizing that there are only so many hours in the day. If you continue to run on overdrive without giving yourself a break, you're sure to eventually reach burnout. You have two choices when it comes to altering your workload:
 - First, you can ***study time management techniques*** in order to work more efficiently. You'll be able to get more done in less time.
 - Second, you can ***drop things off of your workload.*** This may not be ideal, but it's important for the sake of your health and happiness.
2. **Avoid Exhaustion.** When you're in-tune with your body, you can sense when you're reaching a point of exhaustion. As soon as you start to feel this way it's time to stop and make a change. You can book a mini vacation, go on a day trip, or you can spend time at home. The important thing to remember is that you need to leave your sources of stress behind. If this means no access to a cell phone or computer, then so be it!
3. **Change Is Good.** If you keep reaching a point where you think you'll burnout, then it's time to make a major life change.
 - For example, you may have a job that is causing you to repeatedly burnout despite your best efforts to avoid it. Perhaps it's time to start looking for a more suitable job.
4. **Take Breaks.** There is a reason why it's mandatory to offer breaks to employees. ***You need breaks to refresh, rejuvenate, and renew your mind.*** Go for a 10-minute walk, play a Sudoku puzzle, or just get away from your source of tension for a few minutes.

5. **Ask For Help.** Sometimes we feel so alone with our problems that we forget to ask for help, yet that just might be the antidote to our stress! Talk to your partner, friend, or a personal coach to vent your frustrations and seek advice.
6. **Learn To Say No.** There is a difference between someone who is open and accommodating and someone who says *yes* to everything. If you tell everyone *yes*, it's likely that someone will take advantage of you at some point or another. Learn that sometimes saying *no* is in your best interest. You don't need to give yourself extra stress!

The Time Factor

In the end, the most important tip is to listen to what your inner self is telling you. If you've taken on too much, make a list and figure out the most important things that need to get done. The other stuff will have to wait or someone else will have to complete the tasks.

Take Time to Vent

If you ever start to panic, take a few breaths or go out for a walk to blow off some steam. **Vent your emotions.** Vent to friends, yourself, or a journal. Pent up emotions are likely to lead to unwanted burnout.

These are just a few strategies to stop burnout in its tracks and enjoy your life. Take action and implement these tips, today, and you'll soon be free from the crushing pressure of burnout!

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And Individuals

Burnout Inventory

For each of the seventy-three statements in this inventory, refer to the scale and decide which option corresponds to your level of agreement with the statement.

Burnout Inventory

I have many chances for learning new and interesting things in my work.

Strongly Disagree 1 2 3 4 5 6 Strongly Agree

Perception of Job Content

1=Strongly Agree High Burnout Potential Heading to Burnout or... Satisfying Work Life

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How Can Emotional Intelligence Help Prevent Burnout?

Since developing emotional intelligence requires heightened awareness of one's emotions, EQ can be very effective at preventing burnout. If you're more aware of how you're feeling, you're less likely to allow yourself to live in a state of chronic stress. When your stress levels get high, you're more able to recognize that you should take time to decompress. You are also more likely to know what it is that you need to feel your best— whether it's a good night of sleep, a night out with friends, or some time off work.

