

# Burnout

ALL YOUR  
QUESTIONS  
ANSWERED



WHAT DOES IT  
LOOK LIKE?

HOW CAN I  
PREVENT IT?

HOW DID IT  
GET HERE?

DOES IT AFFECT  
EVERYONE THE  
SAME?

WHAT  
TREATMENTS  
ARE EFFECTIVE?

# Is **BURNOUT** real?

**YES.** The World Health Organisation classifies it as a **syndrome** caused by stress at work.

A **syndrome** is a set of symptoms that often show up together.

The symptoms of burnout can include:



**A lack of energy**



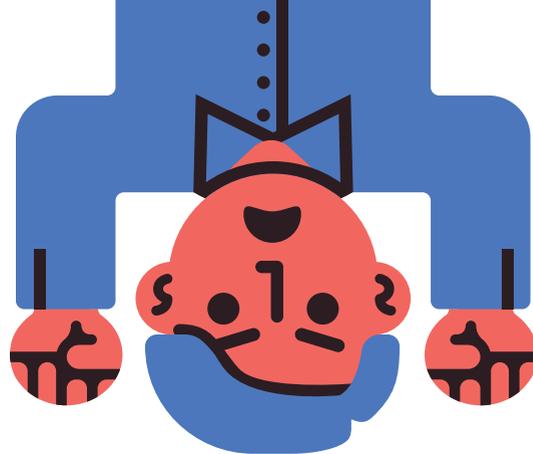
**Poor concentration**



**Trouble sleeping**



**Headaches**



## So it's **STRESS**, right?

**Not quite.** Though burnout can rear its head when you're stressed, there's an important difference.

When you're stressed, life feels **'too much'**.

You've lost control, but things will be okay if you can just get back on top of things. You haven't yet reached the point of no return.

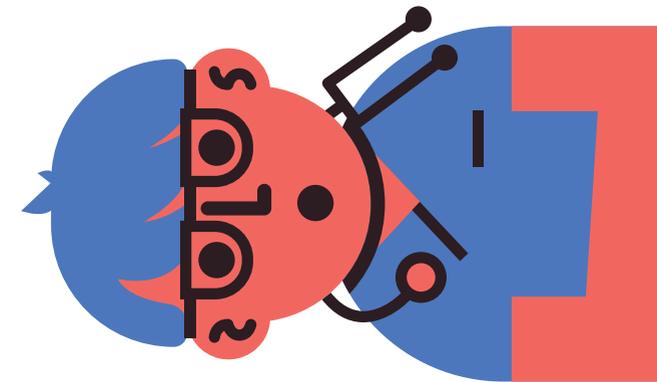
With burnout, you feel like you're **'not enough'**.

Life has got on top of you, and you don't feel able to recover. You're mentally and physically exhausted and it's hard to see things taking a turn for the better.

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## Should I be **SCARED**?

Burnout is **bad for your wellbeing** and can be pretty **overwhelming**. But there are plenty of ways you can help prevent it, and even treat it if you start showing the signs.



## What causes **BURNOUT**?

Burnout is to do with the relationship between our working lives and the rest of our time. If our work-life balance gets out of whack, it becomes much more likely.

Research has uncovered **three different strains** of burnout. The causes and preventions differ between types, so you might be more vulnerable to one than another.



DETAILS OF THE RESEARCH STUDY CAN BE FOUND **HERE**

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# CHAOTIC burnout

This type of burnout can appear when you've got too much on your plate. You use up all your energy resources at work, most likely by taking on more work than you can handle, and now you've got nothing more to give.

## Signs:

- You overload yourself with work
- People describe you as a 'workaholic'
- You sacrifice your health and personal life for your job
- When your stress doesn't lead to success, you respond by working even harder

## Most at risk:

- Those who work more than 40 hours a week
- Ambitious and involved workers

How do I prevent it?

"I STARTED BY TAKING A MOMENT TO THINK ABOUT MY COMMITMENTS, BEFORE AGREEING TO MORE WORK. NOW I HAVE A GOOD IDEA OF MY LIMITS, I FEEL CONFIDENT SAYING NO, AND I CAN TRUST OTHERS TO COMPLETE TASKS FOR ME."

Deborah, 25



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# UNDERCHALLENGED burnout

This strain can crop up when you're not feeling motivated or fulfilled at work. You've spent too long putting effort into tasks that don't give you any gratification, and it's left you feeling exhausted and burned out.

## Signs:

- You feel bored and unsatisfied by your daily tasks
- Time seems to pass slowly at work, and you feel trapped there
- You don't feel your skills and/or talents are being utilised
- Your job offers little to no personal development

## Most at risk:

- People working jobs that involve monotonous and repetitive tasks
- Male employees\*

\*Men are more likely than women to suffer this type of burnout, perhaps due to social expectation around male roles and continuous development.

How do I prevent it?

"I'VE STARTED TO FOCUS MY ENERGY AND PASSION ELSEWHERE. NOW I PLAY FOOTBALL TWICE A WEEK, AND HELP COACH THE UNDER 15'S TEAM. IT GIVES ME THE SENSE OF PURPOSE I WASN'T GETTING FROM WORK"

Ben, 36



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# FED-UP

## burnout

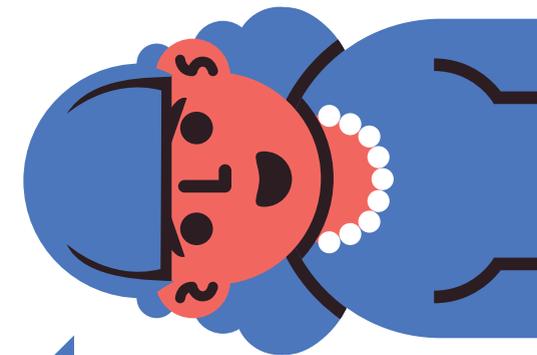
This type of burnout can develop when you feel ineffective at work. You can't effect change and your efforts aren't acknowledged. You have no enthusiasm for work, but feel guilty when this affects your performance.

### Signs:

- You neglect some of your responsibilities
- Your productivity goes down as you become sluggish and ineffective
- You're more likely to give up when faced with stress or difficult tasks

### Most at risk:

- Those who've been in a position for a long time (4-16 years)



### How do I prevent it?

"I DECIDED TO REACH OUT TO MY COLLEAGUES. WE'RE ALL IN THE SAME BOAT - IF WE DON'T HAVE MUCH ENTHUSIASM FOR OUR WORK, WE CAN AT LEAST ENJOY WORKING TOGETHER. NOW WE ALL HAVE A SUPPORT NETWORK FOR WHEN THE GOING GETS TOUGH "

Shami, 51

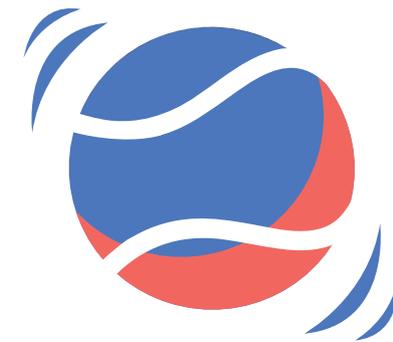
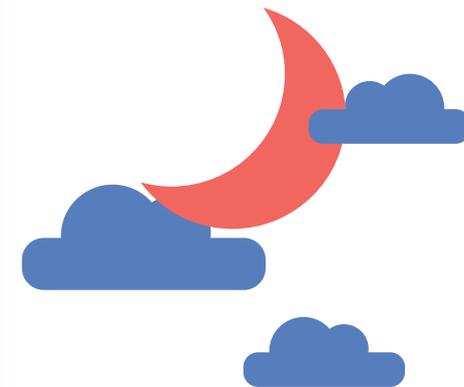
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# What if it's TOO LATE?

Think you've already got a strain of burnout? Here are some things you can do straight away.

### Get a good night's sleep

Tiredness is a symptom of burnout. Feeling tired can make you think irrationally and react badly in any situation. To help you recharge, sleep is a good first priority for treating burnout.

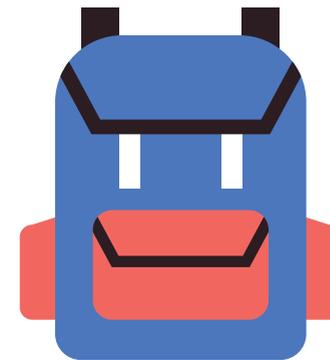


### Try a relaxing activity

Do something that relaxes **you**. Yoga, tennis, even a night out with friends. Doing something fun will help take your mind off the source of your stress and help you talk about how you're feeling.

### Approach those closest to you for support

Burnout can feel like a huge burden. But you don't have to suffer alone. Spending time with family and close friends can help lift that burden and bring positivity to your life, even if you don't talk about how you're feeling specifically.



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# In the LONG TERM...

## Re-examine your priorities

Like the common cold, you can catch burnout again. So take a step back and think about your situation...



Is this where you want to be in your life?



Does your current busy-ness level make you happy?



Are you neglecting something that's important to you?



## But don't WORRY

**Burnout isn't a threat to human life.**

If you follow this guide, you'll be able to avoid burnout, treat it, and work towards a positive work-life balance.