



WORKPLACE BURNOUT: SYMPTOMS & SOLUTIONS

In many ways, it's easier than ever before to become a workaholic. With cell phones in hand, work is just a few clicks away. Being connected to work 24/7, however, is a recipe for burnout. Learn more about burnout, its physical and mental effects, and how you can prevent it.

What is Burnout?

According to the Merriam-Webster Dictionary, burnout is "exhaustion of physical or emotional strength or motivation usually as a result of prolonged stress or frustration."

Common Causes of Workplace Burnout

- 🔥 Lack of control
- 🔥 Insufficient reward
- 🔥 Lack of community
- 🔥 Absence of fairness
- 🔥 Conflict in values
- 🔥 Work overload

Symptoms of Burnout

- 🔥 Chronic fatigue
- 🔥 Insomnia
- 🔥 Forgetfulness
- 🔥 Impaired concentration
- 🔥 Increased illness
- 🔥 Anxiety
- 🔥 Irritability
- 🔥 Depression

Millennials & Burnout

Millennials are the most stressed out generation in the US. For many, this stress doesn't include supporting families yet, but includes work, volunteer activities, and a social life.

81% of employed job seekers feel some level of burnout from their existing job

86% of millennials reveal some level of burnout in their current position

Avoid Burnout: Do's & Don'ts

DO

Schedule me-time.

Take time to unplug from work to exercise, spend time with friends, or participate in an activity you enjoy. Downtime not only provides a much needed break from work, it also refreshes you so that when you dig back into work, you'll be on your A-game.

Know when to say no.

Saying 'yes' is easier than saying 'no,' but if you already have a full plate, it might be your best option. Learn your limits and talk with your manager if you are beginning to feel overwhelmed.

Catch your z's.

Many of the symptoms of burnout align with the symptoms of insufficient sleep, including impaired concentration, forgetfulness, and poor job performance. While some people can function with 6 hours of sleep, the average adult needs between 7½ and 8 hours of sleep per night. When your sleep improves, your health and wellbeing will improve.

DON'T

Skip lunch or vacations.

While it may seem harmless to eat lunch at your desk, you're not giving your mind and body the break you deserve. If it's nice outside, take some time to breathe in some fresh air or talk a brisk walk. Splurge every now and then by going out for lunch with a friend or co-worker. It's also important to use your vacation days as they are intended: to relax and rejuvenate

The average American worker uses only 73% of the vacation days provided to them.

Ignore signs of stress.

Stress not only affects your mood, it has physical effects as well. Stress can contribute to a number of health problems, including high blood pressure, heart disease, obesity, and diabetes. You'll be no good to your employer if you can't mentally or physically do the job!

Avoid professional help.

If stress is affecting your everyday life, talk to a professional. A professional can provide insight into any underlying issues and offer strategies to help you better manage your stress levels.



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BEYOND NUMBERS.

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