



PREVENTING BURNOUT

Burnout is a real challenge in today's fast-paced world, and it's something many of us have experienced. But did you know that there are steps you can take now to prevent it?

This article will help you to recognize the signs of burnout and take proactive steps to prevent it.

Let's start with defining burnout and how to recognize if you, or someone you know is experiencing it. The Mayo Clinic defines burnout as *"a special type of work-related stress—a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity."*(1)

Burnout happens gradually, so pay attention to signs such as:

- Loss of motivation & effectiveness
- Low energy, little to no joy/interest in your work or feeling depressed by it
- Diminished pride at work
- Easily overwhelmed
- Negative/critical attitude at work
- Irritability, snapping at co-workers
- Insomnia
- Frequent procrastination
- Feeling drained
- Struggling with self-doubt
- Forgetfulness & difficulty concentrating
- Losing sight of your goals
- Emotional detachment
- Frequent headaches & overall malaise

Now that we've identified some signs, let's talk about possible triggers. In one of the largest studies of burnout, Gallup research revealed that the 5 factors that correlate most highly with employee burnout are *"unfair treatment at work, unmanageable workload, unclear communication from managers, lack of manager support and unreasonable time pressure."*(2)

Burnout often gets a foothold when we feel a strong need to prove ourselves at work and seek external validation or being affirmed by others. As we work harder and harder to achieve this and to meet expectations, we often neglect our well-being, boundaries, and values. When we shift our personal values to meet work demands, work-life imbalance sets in. We can become conflicted and withdraw from socialization and self-care further. Unexpected feelings of inadequacy can surface, depersonalization, a split in our authenticity and loss of self can occur, causing us to feel unlike our usual selves, empty, numb, anxious, or even depressed, creating mental, emotional, and physical exhaustion.

You may think that saying "yes" to everyone at work shows that you are a team player and resilient, but, in actuality, attempting to meet everyone's demands all the time is unrealistic and can lead to burnout. Knowing and voicing your limitations, your boundaries and when you feel overwhelmed are important.

It's crucial to recognize the signs of burnout and to take action before it takes a toll on your well-being.

Sources: (1) <https://www.mayoclinic.org/healthy-lifestyle/adult-health/in-depth/burnout/art-20046642>
(2) <https://www.gallup.com/workplace/313160/preventing-and-dealing-with-employee-burnout.aspx#ite-313199>

Here are some **burnout prevention tips**:

- **Prioritize Self-Care:** Make time for activities that rejuvenate you, whether it's exercise, meditation, a hobby, unwinding with a good book, or simply downtime.
- **Set Boundaries:** Establish clear boundaries between work and personal life. Know your limits & communicate them clearly. It's okay to say no when you need to & to ask for help when you're feeling overwhelmed. Disconnecting from work during your off-hours can significantly reduce burnout risk.
- **Seek Support:** If you're already feeling the burnout's weight, remember that seeking support is a sign of strength. Talk to someone who can help, whether it's a friend, family member, or a professional. You don't have to go through burnout alone.
- **Reflect Regularly:** Take time to assess your workload, goals, and overall well-being. Adjust as needed.
- **Practice Mindfulness:** Focus on being fully present in the moment, aware of where you are, what you're doing, your sensations, thoughts, feelings, without judgment or overly reacting to what's happening around you.

Remember, self-care is not selfish; it's essential. Your mental and emotional well-being matter! To end burnout we must self-regulate, realign and regain balance to live a healthier, happier, more fulfilling life.

For more burnout support visit:

www.novaquestcoaching.com to book a free consultation. Let's prioritize our mental health and empower each other to thrive. I'll leave you with this quote I often share with my coaching clients, *"We cannot become what we want by remaining what we are."* – Max Depree

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