

*strengthening lives*

# BURNOUT PREVENTION

*AND DISCOVERING WORK-LIFE BALANCE*

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#NormalizeMentalHealth

#StopTheStigma





# WHAT IS BURNOUT?

- Emotional, physical, & mental exhaustion
- Brought on by prolonged or repeated stress
- Official medical diagnosis according to WHO
- Over 50% of US workers have experienced burnout
- 73% of professionals have experienced symptoms>

# KEY CHARACTERISTICS

- Emerges gradually
- Feels as though it cannot be ameliorated
- Recovery can be lengthy
- Almost exclusively associated with work
  - Parenting
  - Relationships >





A lit matchstick is the central focus of the image. The flame is bright yellow and blue, with a small amount of smoke rising from the tip. The matchstick is positioned vertically, with the head at the top and the stem extending downwards. The background is dark and out of focus, with some faint light spots. A semi-transparent blue rectangular box is overlaid on the left side of the image, containing the text 'SIGNS OF BURNOUT'.

# SIGNS OF BURNOUT

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# PHYSICAL

- Drained most of the time-extreme fatigue
- Headaches
- Muscle pain
- Decreased immune system/frequent sickness
- Appetite changes
- Sleep changes >



# EMOTIONAL

- Feeling like a failure/self-doubt
- Sense of dread related to work
- Detached, loneliness
- Lack of motivation
- Cynical/loss of objectivity
- Irritable
- Decreased satisfaction >







# BEHAVIORAL

- Task avoidance
- Withdrawing from others/isolation
- Procrastination
- Self-medication
  - Food, alcohol, drugs
- Increased absences/tardiness >

# IMPACTS OF BURNOUT

- 63% more likely to miss work
- 23% more likely to visit the emergency room
- 13% less confident in performance
- 2.6x more likely to seek another job>





# Stress vs Burnout

<b>Stress</b>	<b>Burnout</b>
Characterized by over-engagement.	Characterized by disengagement.
Emotions are overreactive.	Emotions are blunted.
Produces urgency and hyperactivity.	Produces helplessness and hopelessness.
Loss of energy.	Loss of motivation, ideals, and hope.
Leads to anxiety disorders.	Leads to detachment and depression.
Primary damage is physical.	Primary damage is emotional.
May kill you prematurely.	May make life seem not worth living.



# BURNOUT AREAS





# WORKLOAD

- When overloaded there are not opportunities to restore balance
- 2.2x more likely to experience burnout
- “How” workload is experienced is most important>

# HOW TO ADDRESS WORKLOAD

- Plan workload
  - Prioritize work
  - Delegate tasks
  - Say, “No”
  - Soothe that perfectionist part!
- >







# PERCEIVED LACK OF **CONTROL**

- Ambiguity, conflicting messages, undefined role
- Control = psychological safety>

# HOW TO ADDRESS CONTROL

- Identify activities or incidents that bring about these feelings
- Identify what areas you have influence over
- Seek clarity
- Take some action>







# REWARD & SUPPORT

- If the rewards don't match the efforts your investment may not feel worth it
- 30% more likely to experience burnout if unsupported by manager>

# HOW TO ADDRESS SUPPORT

- Look inward; what would help you feel appreciated?
- Do you need a raise, more responsibility, more praise, etc.?  
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# SOCIAL CAPITAL

- We are wired to be relational; people stay at jobs for the relationships>



# HOW TO ADDRESS CAPITAL

- Invest time connecting with coworkers
- Burnout can be contagious! Who are you spending time with?
- Relationships create the atmosphere of the workplace; negative or positive >







# FAIRNESS

- Inequitable treatment leads to resentment; building to burnout
- 2.3x more likely to experience burnout>

# HOW TO ADDRESS **FAIRNESS**

- Find your assertiveness and share your concerns>







# UNALIGNED VALUES

- Differing values can drain motivation >

# HOW TO ADDRESS VALUES

- Assess what drives company decisions
- Not necessarily a right and wrong
- What are the areas of congruence>





# ORGANIZATIONAL PROTECTIVE FACTORS

- Supportive leaders
- Healthy Relationships
- Flexibility
- Autonomy>





A woman with voluminous curly hair and glasses is sitting on a light-colored sofa. She is wearing a white long-sleeved shirt and blue jeans. She is looking down at a laptop computer that is open on her lap. Her hands are on the keyboard. The background shows a bright room with a window and a large green plant. A blue semi-transparent banner is overlaid on the bottom left of the image.

Actions to Take!

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# ACTIONS FOR THE INDIVIDUAL

- Big 3
  - Exercise
  - Eat right
  - Sleep right
- Support & connections
- Relaxation & mindfulness
- Find a sense of purpose
- Hobbies >

# ACTIONS FOR THE INDIVIDUAL

Find Balance!

- Values and Priorities
- Daily Goals
- Set and Honor Boundaries
- Perfect vs Acceptable
- Schedule Personal Time
- Take a Vacation >







## What do these have in common?

- Perfectionist
- People Pleaser
- Workaholic>

# Who Burns Out Anyway?

- 3 roles you will always lose in!
  - Perfectionist
  - People Pleaser
  - Workaholic
- Negative/Pessimist
- Emotionally Reactive
- ELOC
- Impatient>







THANK YOU!  
**QUESTIONS?**