

Am I Burning Out?

Causes, Symptoms, and
Strategies for Prevention and
Recovery



**RAISE resources for
Professional Wellness**



RAISE
PROFESSIONAL WELLNESS

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INTRODUCTION

Burnout is a term used to describe a state of physical, mental, and emotional exhaustion caused by prolonged and excessive stress. It is characterized by feelings of fatigue, cynicism, and a reduced sense of accomplishment. Burnout can affect individuals in various professions and industries.

In today's fast-paced and demanding professional world, burnout has become increasingly prevalent. Factors such as long working hours, high job demands, lack of work-life balance, and constant pressure to perform contribute to the development of burnout.

Burnout not only impacts an individual's well-being but also has negative consequences on their productivity and overall job performance. It can lead to decreased motivation, increased absenteeism, decreased job satisfaction, and even physical health problems.

Microsoft polled 20,000 people in 11 countries around the globe. The research, which was conducted in July and August 2022, found that almost 50% of employees and 53% of managers said they were burned out at work.

Why should you care?



Recognizing the signs of burnout and implementing strategies that promote your self-care and work-life balance are imperative. This may include setting boundaries between work and personal life, taking regular breaks throughout the day for relaxation or physical activity, seeking support from colleagues or supervisors when needed.

Overall, understanding the concept of burnout and taking proactive steps to prevent it is essential for maintaining optimal well-being both personally and professionally. By prioritizing self-care practices and fostering healthy work environments, individuals can mitigate the risk of burnout while enhancing their overall quality of life.

Symptoms of Burnout: Recognizing the Signs

Burnout can have serious consequences on an individual's mental and physical well-being if left unaddressed. Recognizing the symptoms of burnout is crucial to take appropriate action and prevent further deterioration.

Some common symptoms of burnout include:

1. **Physical fatigue:** Feeling constantly tired, even after getting enough rest, is a common sign of burnout. Individuals may experience low energy levels, muscle weakness, and difficulty concentrating.
2. **Emotional exhaustion:** Burnout can lead to feelings of being overwhelmed, emotionally drained, and detached from one's work or personal life. Individuals may find it difficult to find joy or satisfaction in their daily activities.
3. **Decreased productivity:** Burnout often results in decreased motivation and productivity at work or in other areas of life. Individuals may struggle to meet deadlines, make decisions, or complete tasks efficiently.

4. **Cognitive difficulties:** Burnout can impact cognitive functioning, leading to difficulties with memory, concentration, and attention span. Decision-making abilities may also be affected.

5. **Increased cynicism or negativity:** Individuals experiencing burnout may develop a negative outlook on work or life in general. They may become more cynical or detached from their colleagues or loved ones.



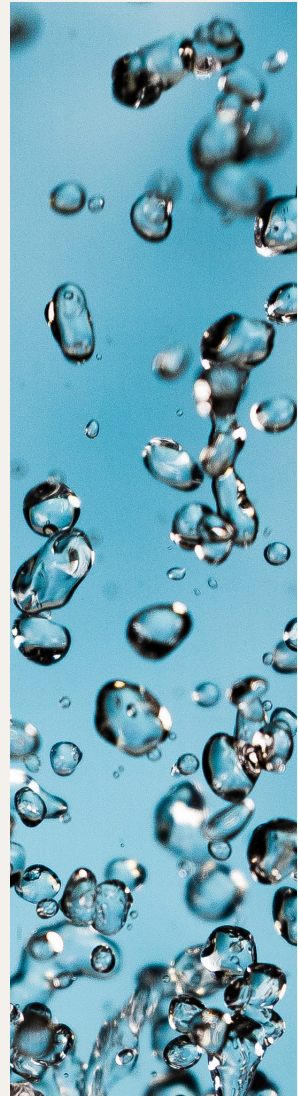
6. **Physical symptoms:** Burnout can manifest physically through headaches, stomachaches, frequent illnesses (due to a weakened immune system), changes in appetite or sleep patterns, and increased susceptibility to stress-related conditions like hypertension.

Take Action

Recognizing the symptoms of burnout early is essential for taking action towards preventing further burnout.

It's important if you are experiencing any of the above signs to prioritize self-care strategies such as seeking support; practicing stress-management techniques like breathing techniques; walking; setting boundaries at work; taking regular breaks; engaging in hobbies or activities that bring joy; and seeking professional help if needed.

By recognizing the symptoms of burnout and taking proactive steps to address them, you can protect your well-being and maintain a healthy work-life balance.





Quick Checklist

This checklist **is not for diagnosing burnout** but it may help you reflect on a **build-up of symptoms** that suggest seeking additional support may be a good idea.

Instructions

The following statements are related to your work situation and how you experience this situation. Please state how often each statement applies to you.

	NEVER	RARELY	SOMETIMES	OFTEN	ALWAYS
1 At work, I feel mentally fatigued					
2 After work I feel drained and it's difficult to pick myself up					
3 At work, I feel physically exhausted					
4 I struggle to find any enthusiasm for my work					
5 I feel a strong dislike towards my job and want to avoid it					
6 I don't think others appreciate my work					
7 At work, I have trouble staying focused					
8 When I'm working, I have trouble staying on task					
9 I make mistakes in my work because I am distracted					
10 At work, I feel emotional					
11 I do not recognize myself when I react emotionally at work					
12 At work I overreact without intending to					

Scoring

Never = 1	Rarely = 2	Sometimes = 3	Often = 4	Always = 5
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If your score is above 35, it may be advisable to seek additional support



Find Out More

My Freedom To Thrive is committed to helping professionals reclaim their work and personal lives by supporting them during their career journey.



We develop a range of educational informational to encourage personal, professional and organisational health.

Our belief is that when professionals have access to the right resources and the right support, they can achieve professional health and happiness.

Our aim is to help every professional and organisation learn how to prioritise well-being, nurture resilience and take personal control of wellness by simply following easy, everyday steps.

My Freedom To Thrive would like to invite you to **join us in our mission.**

Kind regards,

Dr Anne

AFBPSS,
Chartered Psychologist

