Squelch the Burnout

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Why We Need to Talk about Burnout
Burnout or Stress?

Stress ≠ Burnout

Emotional, Mental, Physical evidence

Stems from feeling of lack of control.
Types of burnout

By Volume

By Inaction/Boredom

By Socialization
Main Reasons for Burnout

- Unfair treatment at work
- Unmanageable workload
- Lack of role clarity
- Lack of communication and support from their superior
- Unreasonable time pressure
- Social and environmental chaos
Burnout checklist

- Emptiness/ sense of dread
- Frequent feelings of cynicism, anger, irritability
- Obsession over problems at work or in life
- Pessimistic outlook on work and life
- Self-doubt/feeling inadequate
- Social isolation
- Reduced work performance

- Chronic exhaustion
- Chronic headaches
- Chronic stomach or bowel problems
- Dwindling compassion
- Continuation or increase in escapist activities
- Desire to "drop out" of society
- Desire to move away from work or friends/family
Stages of burnout

1. Honeymoon phase
2. Onset of stress
3. Chronic stress
4. Burnout
5. Habitual burnout
How to handle burnout

Recovery strategy

Passive

Active
How to handle burnout (cont.)

Identify burnout type

By Volume: Track resources and edit.

By Boredom: Identify areas of engagement and plan.

By Socialization: Delay responses.
How to Prevent Burnout

Self Care Practices

Build Mental Resilience

Control your Environment
On a Tactical Level

Nurture and Recharge

Mind (Resilience)
Body
Spirit
Emotion
Rest
Leading during Burnout

Burnout responsibility shift

Satisfaction
Dissatisfaction
Motivators
Hygiene factors
Interdependent Approach to Prevent Burnout

Lateral vs. Hierarchical
Decentralized approach
Burnout in Chaotic Times
Together We Have:

- Identified the fundamentals, and basis for discussing burnout.

- Recognized the different types, symptoms of burnout.

- Highlighted different strategies to prevent and manage burnout.

- Discussed an interdependent approach to managing burnout.