

Burn out - how to avoid it, recognise and respond to it

What is Burn out?

“Burn-out is a syndrome conceptualised as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- Feelings of energy depletion or exhaustion;
- Increased mental distance from one’s job, or feelings of negativism or cynicism related to one’s job; and
- Reduced professional efficacy.

Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life.”

International Classification of Diseases (ICD-11)

How to avoid burnout

- Have a positive work-life balance (see handout)
- Recognise signs of stress (see hand out)
- Know your limits
- Reach out for support and help early on
- Have good overall mental wellbeing - see the Five Ways to Wellbeing
- Healthy eating
- Exercise

Recognising Burn out

- Keep a mood diary - reflect on your day in the evening - what happened and how did you feel?
- Irritable/impatient
- Cynical, critical at work
- Find it hard to concentrate
- Drag themselves to work
- Worn out
- Demotivated
- Low productivity
- Pessimistic outlook on work or life

What can you do?

- Identify the causes and make a plan for the things you can change
- Address it with someone you feel comfortable talking to at work
- Assess your work-life balance
- Reach out for support
- Take a break
- Reduce alcohol
- Healthy eating

What's worked for you? We'd love to hear your ideas!