

Burnout

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“ Burnout is something that many people experience, maybe more than once, throughout their careers.

It's something that is difficult to find a consistent definition for. Instead we are going to define it in the terms of the 3 symptoms that accompany burnout.

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3 symptoms of burnout

1

A reduced sense of accomplishment and possibly reduced performance levels.

2

Emotional exhaustion, sometimes this exhaustion may also be physical.

3

The terminology can vary for the third symptom of burnout but it is often called depersonalisation, and is effectively a devaluation of our work or a loss of interest.

“ Understanding these 3 symptoms is really important for identifying when you or someone close to you is sliding towards burnout.

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Suggestive actions to prevent, treat and overcome burnout

There are lots of different actions to take when it comes to burnout but here are 4 steps from us to get you started.

1

Targeting the motivational needs of yourself and/or your team and work on facilitating a greater feeling of control over their work.

2

Create a greater sense of relatedness and foster more positive relationships to give people a greater sense of belonging within your organisation.

3

Take a look at what you can do to increase peoples sense of competence and confidence in their ability to do their work.

4

Balance your own or your teams demands within your resources to meet goals. Start by analysing your resources alongside your demands and see where there is a possible imbalance.

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It is really common for stress and burnout to be associated with each other as many definitions of burnout revolve heavily around stress.

Stress does play a role in burnout but, there is an alternative school of thought which suggests burnout is more of a motivational phenomenon than a stress related phenomenon.

Looking at burnout from this perspective leads us to some solutions for overcoming, treating and potentially preventing burnout.

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