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# Burnout

> 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 three symptoms that accompany burnout.

# Three 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 three 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 four 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.

> "It's 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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