



Health

Top tips for avoiding burnout

In May 2019, the World Health Organization declared employee burnout as a legitimate syndrome linked to chronic workplace stress. Burnout can be the result of prolonged periods of stress and pressure in the workplace, with those suffering experiencing exhaustion, lack of engagement and reduced productivity.¹

The good news is that there are things we can do to avoid burnout.

Avoiding burnout



- **Set personal boundaries.** Create structure and boundaries for work, to separate your professional time and protect your personal time. Create a routine that allows you to mentally detach from work at the end of the day too.
- **Have those hard conversations.** Keep an open dialogue with your line manager about how you are feeling. Talk to them about how you can adjust your workload, so you can better manage the demands of the day.
- **Make time for things that make you Feelgood.** Whether it's something simple like walking the dog in the fresh air, or cooking up a storm in the kitchen, making time for yourself is important.
- **Check in with yourself.** Burnout doesn't suddenly appear - it's a gradual process. Take time to check in with yourself on a regular basis to understand how you are feeling and if it's time to address any concerns.
- **Take ownership.** Being able to recognise that you are feeling overwhelmed or burnt out is the first step in addressing the problem. In order to overcome these experiences, try making changes to your workload and habits rather than working harder and pushing the feelings to the back of your mind.

¹<https://www.who.int/news/item/28-05-2019-burn-out-an-occupational-phenomenon-international-classification-of-diseases>