

Employee burnout

Hints and tips to help you bring your best self to work

What is burnout?

Burnout is a state of complete mental, physical, and emotional exhaustion. It negatively impacts wellbeing, potentially leading to increased stress, anxiety and other long-term health issues, which can affect you, your family and your ability to function effectively.



Why should you think about it?

If left unaddressed, burnout can have long-term consequences, contributing to chronic health issues, prolonged mental health struggles, and a diminished quality of life.

A wellbeing partnership - let's take care of each other



Louise Aston,
Mental health and wellbeing
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“ A true partnership between employers and employees creates a culture that prevents burn out, by creating a safe and fulfilling environment that protects physical, emotional, psychological, economic and social aspects equally. For you as an employee, it's about taking personal responsibility for bringing your best self to work, by taking care of your health and wellbeing, staying positive, and contributing to a positive workplace culture. ”

Here's some hints and tips that might be useful to you



1. Be self-aware

Recognise the signs of burnout early. Understanding your own limits and stress triggers. What situations or tasks tend to drain your energy?



4. Social support

Maintain strong connections with friends, family, and colleagues. Sharing your feelings and experiences with others can be therapeutic. Or, simply just spend time with others doing pleasurable activities.



7. Goal setting

Set achievable goals and celebrate your accomplishments, no matter how small. Avoid perfectionism and understand that it's okay to make mistakes.



10. Self-care

Prioritise self-care as a non-negotiable part of your routine. This includes adequate sleep, a healthy diet, and regular exercise.



2. Set boundaries

Establish clear boundaries between work, personal life, and self-care. Turn your computer off at a pre agreed time, and don't turn it on again.



5. Time management

Develop healthy work habits, for example leave work on time, don't take on more than is realistically achievable and take a lunchbreak



8. Work-life balance

Take time for hobbies, relaxation, and activities that bring you joy. A balanced life is key to good wellbeing. Plan regular holidays or time off to recharge. Disconnect from work during these times.



11. Find meaning

Reflect on your values and purpose. Align your work and daily activities with what you find meaningful and fulfilling. .



3. Practice stress reduction techniques

Many people find mindfulness practises, deep breathing, meditation, or yoga helpful. Experiment with some different techniques to find the things that work for you.



6. Balance rest and activity

Identify your triggers, such as pushing ahead with work when you might be too tired, and set yourself ground rules.



9. Adapt to change

Embrace change as a part of life and work. Being flexible and adaptable can reduce the impact of stressors. Develop a growth mindset, which focuses on learning and improvement rather than perfection.

Remember, if you're struggling, don't be afraid to ask for help.