

**BE ALERT!** 

Reduced

**Increased** cynicism

# **Job Burnout At-A-Glance**

Burnout is a person's experience of prolonged exhaustion from, and loss of interest in, a job; it's also a reduced confidence in job-related capabilities.

## **4 Steps for Overcoming Job Burnout**



## **Recognize the Symptoms**

Loss of passion for work

**Dread of going** to work

Extreme fatigue self-confidence feeling "drained"

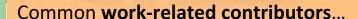
Burnout is represented by long term and frequent negative emotions

It is **not** simply having a bad day or dealing with temporary stressors.

#### **Determine the Sources**

**Based on observation** and conversation





- - Workload issues o Perceived unfairness
- Lack of control
- Value conflicts
- Lack of meaning
- Insufficient recognition
- Poor work relationships

Sources outside of work can also contribute to burnout.



## **Identify Strategies**



**Employee-focused** solutions (e.g., training, stress management)

Workplace-focused solutions (e.g., modify responsibilities, clarify work-life boundaries, enhance work relationships)

Ensure solutions...

- Are within either employee's or manager's influence
- Benefit the employee and the organization



### **Take Action and Monitor**



Develop plans and commit to specific actions for overcoming burnout

Monitor and discuss progress

What's working?