

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

1

Recognize the Symptoms

BE ALERT!

Loss of passion for work

Dread of going to work

Extreme fatigue – feeling “drained”

Increased cynicism

Reduced self-confidence



Burnout is represented by long term and frequent negative emotions

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

2

Determine the Sources

Based on observation and conversation



Common **work-related contributors**...

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

Sources outside of work can also contribute to burnout.

3

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

4

Take Action and Monitor



Develop plans and commit to specific actions for overcoming burnout

Monitor and discuss progress

- What's working?