

What is Burnout?

According to the World Health Organization, burnout is an occupational issue “resulting from chronic workplace stress that has not been successfully managed.”¹ It is important to understand that anyone can be at risk of burnout, and the signs may not always be obvious to the individual or others around them.

There are steps we can all take to reduce the incidence of burnout at work, keep ourselves well, and promote a healthy workplace culture.

Avoiding burnout requires individual coping skills and workplace support. Just as burnout can take time to set in, recovery also won't happen overnight.

Signs of Burnout

- Feeling exhausted or lacking energy at work and even during days off
- Persistent negativity, apathy, or cynicism toward your job. You may consistently think, “What’s the point?” because nothing seems to change or get better
- Increased accidents and mistakes
- Dreading or worrying about work

What Can We Do Together?

- Take time to check in and listen to each other
- Encourage and respect personal and professional boundaries
- Recognize successes and help each other to achieve goals
- Celebrate milestones

References

1. World Health Organization. (2019). “Burn-out an “occupational phenomenon”: International Classification of Diseases.

Wellness Tips

Don't shrug it off. If you're struggling with burnout, or concerned about a colleague, there are people you can talk to. In addition to your own supervisor or manager, visit the resources below for non-judgmental help lines.

Reflecting on the following, and making changes if needed, may be helpful:

- Have my personal or professional boundaries been difficult to maintain?
- Do I have healthy habits for unwinding and letting off steam after work, such as physical activity?
- Although substances such as alcohol and caffeine might feel helpful in the short-term, they can interfere with sleep and contribute to other issues. Has my use of substances interfered with other self-care strategies?

Additional Resources

Crisis Lines: 1-800-784-2433 or 9-8-8

Mental Health Support Line: 310-6789

Drug and Alcohol Info and Referral: 1-800-663-1441

Mental Health Services: helpstartshere.gov.bc.ca

Mental Health Information: heretohelp.bc.ca

Free Wellness Program: bouncebackbc.ca