

## 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.”<sup>1</sup> 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.

## Possible Signs of Employee Burnout

- Absenteeism/regularly late for work
- Persistent negativity, cynicism or apathy
- Poor treatment of others
- Increase or changes in substance use
- Increased mistakes
- Decreased motivation or commitment

## Strategies to Prevent Burnout

- Pay attention to changes in an employee's performance or behaviour
- Address concerns as you see them happening, don't wait until they build up
- Make time to regularly check in with employees and listen
- Communicate, keep employees informed
- Provide clear performance expectations
  - Celebrate individual and team accomplishments
  - Encourage and respect personal and professional boundaries

## Wellness Tips

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

Other steps you can take:

- Lead by example. Purposefully disconnect and set boundaries around your time.
- Try to build healthy habits for unwinding and letting off steam after work, such as physical activity.
- Limit your intake of substances such as alcohol and caffeine. Although they might feel good in the short-term, they can interfere with sleep and contribute to other issues.

## 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](http://helpstartshere.gov.bc.ca)

**Mental Health Information:** [heretohelp.bc.ca](http://heretohelp.bc.ca)

**Free Wellness Program:** [bouncebackbc.ca](http://bouncebackbc.ca)