

IN A BUSY WORLD FILLED WITH HEAVY WORKLOADS AND MULTIPLE ROLES, WHAT ARE SOME SIGNS THAT YOU'RE SUFFERING FROM BURNOUT, AND WHAT STEPS CAN YOU TAKE TO RECOVER FROM IT?

HOW TO RECOVER FROM BURNOUT

BURNOUT - CAUSES + SYMPTOMS

We may all recognise the signs of burnout (if not, see below), but what exactly is it? Burnout is a prolonged response to chronic emotional and interpersonal stress on the job. It's characterised by (1) Emotional exhaustion, (2) Depersonalisation or detaching from your work in order to prevent further distress, and (3) Reduced achievement.

A combination of personal and work factors lead to burnout. Personal factors such as perfectionism, a negative mindset, and poor coping mechanisms can contribute - and make it harder - to manage stress. On the work front, factors such as workload, satisfaction with your job, and conflict at work all contribute to burnout.

Burnout has many symptoms, some of which include:

- Emotional signs: Feeling frazzled, overwhelmed, irritable, demotivated, anxious or depressed, not caring about work.
- Physical signs: Physical exhaustion, poor sleep, poor diet, lack of exercise, sluggish, and reduced personal hygiene.
- Behavioural signs: Withdrawing, using alcohol to cope, sleeping to avoid problems, procrastination.
- Cognitive signs: Lowered performance, increased mistakes, concentration problems, memory problems.

3 TIPS TO HELP RECOVER FROM BURNOUT

While it may be hard to change your work circumstances, there are things that you can do outside of work to aid how you're feeling. Here are our top 3 tips to help you recover from burnout.

- 1** **PRIORITISE YOUR HEALTH** and get the basics right. You can't recover on an empty tank, so take steps to:
 - Improve the quality of your sleep so that you are well-rested, able to think clearly, and are less reactive to setbacks.
 - Exercise not only for fitness, but also to help manage stress and boost your mood (especially if you feel down).
 - Eat properly to maintain your energy and mood levels.
- 2** **CHECK YOUR MINDSET** because how you think influences your reaction to daily hassles you may encounter. So:
 - Rein in perfectionistic expectations that may drive unrealistic goal setting and set you up for failure.
 - Call out negative thoughts and interpretations that you may have about a situation or person.
 - Catch unhelpful thinking styles in action that trip you up (e.g. black and white thinking, catastrophising).
- 3** **BUILD YOUR RESILIENCE** more generally. Remember, prevention is better than cure, so take steps to build a buffer against stress and burnout. Try the following strategies:
 - Focus on tasks that make you happy and bring about a state of 'flow'; make a point to schedule these in regularly.
 - Nurture positive relationships that bring you joy and satisfaction
 - Find meaning and the greater purpose in your life (outside of work)

OR, let us do the work for you - join our FREE 14-day Wellbeing challenge filled with easy-to-action, practical tips designed to boost the body, mind, and heart. Find it at www.theskillcollective.com/14dwbc.

SOURCES

Maslach, C., Schaufeli, W.B., Leither, M.P. (2001). Job burnout. Annual review in psychology, 52, 397-422.

ABOUT US

Want to build skills for better Wellbeing, Mental Health, and Performance? Here at The Skill Collective we translate science into practical, easy-to-use tips. Whether you want to Bounce Back, Achieve, or Grow, our team of clinical and consulting psychologists can help you build skills for a better life. You're reading tips from our Resource Library at: www.theskillcollective.com/resource-library

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