
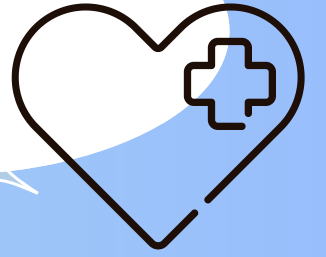


BURNOUT

WHAT IS IT & HOW TO MANAGE



Burnout is a state of mental, emotional, and physical exhaustion caused by prolonged work stress.

It is characterised by three dimensions :

1. Feelings of energy depletion or exhaustion
2. Increased mental distance from one's job, or feeling negativism related towards one's job
3. Reduced professional efficacy

'The exhaustion is overwhelming, it does not happen overnight'.

SIGNS/SYMPTOMS

Emotions

Irritability, frustration, anger
Loss of motivation
Anxiety, worry, insecurity
Wanting to isolate
Feelings of incompetence, drop in self confidence

Behaviour

Lower productivity
Procrastination
Withdrawal or social isolation
Absenteeism
Difficulty producing or performing at work



Physical

Persistent fatigue, tired most of the time
Pain (headaches, backaches), sore muscles
Sleep problems
Changes in weight or appetite

WHAT TO DO ?



- Change work patterns (more breaks, avoid overtime)
- Develop coping skills (time management)
- Self care (exercise, eat better, get enough sleep)
- Practice relaxation & grounding
- Obtain social support
- Seek for help via psychotherapy