

# Burnout at Work: How to Identify and Address it



## Warning Signs You Are Heading Toward Burnout

- A negative or critical attitude toward work
- Dreading going to work and wanting to leave once you're there
- Low energy, and little interest toward work
- Trouble sleeping
- Frequently absent from work
- Feelings of emptiness
- Physical signs of stress including, headaches, illness, or backache
- Easily irritated by team members or clients
- Thoughts that your work doesn't have meaning or make a difference
- Pulling away emotionally from your colleagues or clients
- Feeling that your work and contribution goes unrecognized
- Blaming others for your mistakes
- Thinking of quitting work or changing roles

# TAKE ACTION:

## What You Can Do To Address Burnout



- **Assess your options**

Talk to your supervisor about specific concerns. Maybe you can work together to change expectations or reach compromises or solutions. Prioritize and focus on goals that must get done and postpone those that can wait.

- **Get some sleep**

Sleep restores well-being and helps protect your health.

- **Get some exercise**

Regular physical activity can help you to better deal with stress. It can also be a great distraction and take your mind off work.

- **Seek support**

Reach out to co-workers, friends or loved ones. Support and collaboration may help you cope. If you have access to an employee assistance program, take advantage of relevant services.

- **Try a relaxing activity**

Explore programs that can help with stress management such as yoga, meditation or a hobby you enjoy.

- **Mindfulness**

Mindfulness is the act of focusing on your breathing and being aware of what you're sensing and feeling at every moment, without interpretation or judgment. In a job setting, this practice involves facing situations with openness and patience, and without judgment.

### Additional Resources

[Beating Burnout: Harvard Business Review](#)

[A Guide to Burnout: Healthline](#)

