



**BOOST
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**SKILL – Burnout
ELEBO**



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SKILL – THE SLOW BURN TO EXHAUSTION



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- 1) Understanding Burnout
- 2) Causes of burnout
- 3) Preventing burnout
- 4) Solving burnout in workplace
- 5) The cost of burnout
- 6) Moving forward





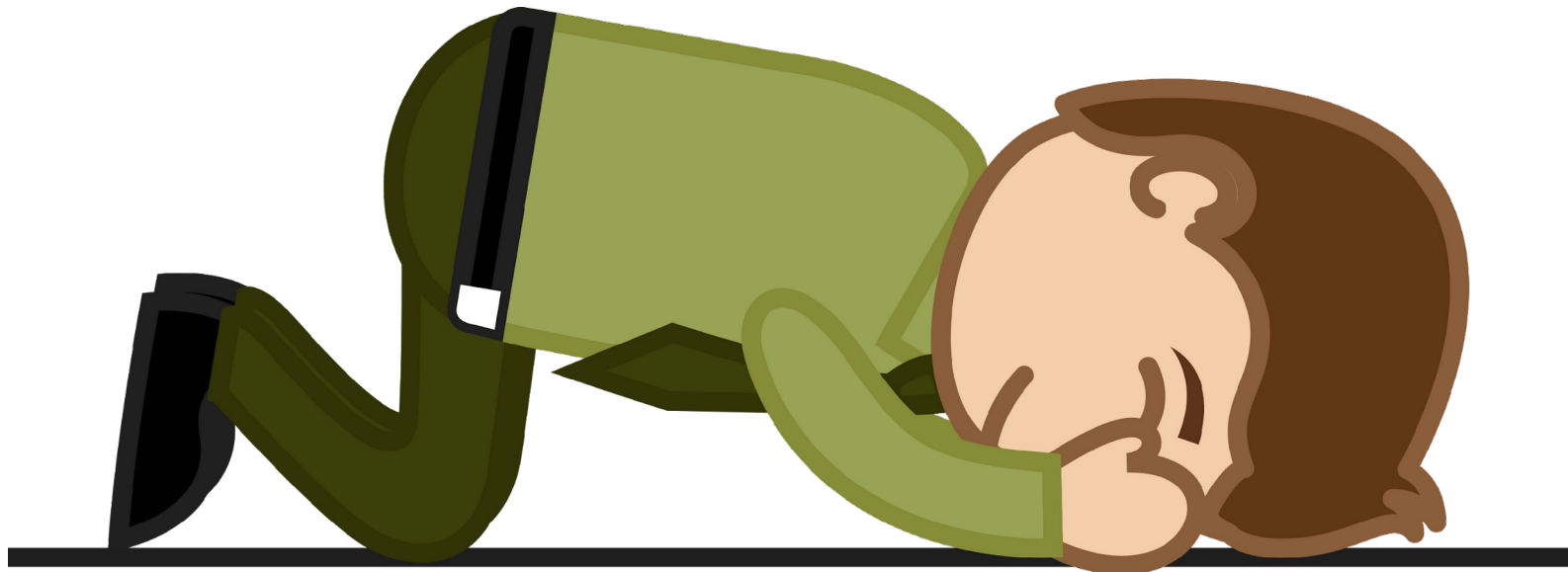
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Understanding burnout

Burnout is a state of emotional, mental and physical exhaustion caused by prolonged stress. It is more common among people who work in high-stress environments like healthcare, social work or education. If it is not treated, it can have serious consequences for the individuals and the organization they work for

Symptoms:

- Chronic fatigue
- Insomnia
- Irritability
- Lack of motivation
- Heart disease
- depression



Causes of burnout

There are many factors that can contribute to burnout:

- Job demands like workload and time pressure
- Lack of control: the extension that employees have autonomy and decision-making power
- Interpersonal conflicts: difficult coworkers or supervisors
- Lack of social support
- Unclear job expectation
- Mismatch between individual and organization values



Preventing burnout

Preventing burnout requires a combination of individual and organizational strategies.

Individual strategies:

- self-care practice: exercise, meditation, hobbies
- Set realistic goals
- Seek social support which provide sense of connection and validation

Organizational strategies:

- Supportive environment to promote the work-life balance: flexible work-program
- Opportunities for professional development: training and promotion programs
- Recognition: regular feedback



Solving burnout in workplace

It is important for workplace to have clear policies to address burnout. This policies can include:

- Guidelines for workload management
- Stress reduction techniques
- Support resources for employees who may be struggling

A very interesting measure could be that employers and employees create by working together a wellness plan that include productivity engagement and overall satisfaction.



The cost of burnout



Burnout can have important impact and costs for both individuals and organisations.

Individuals:

- Decrease job satisfaction
- Poor performance
- Reduce quality of life
- High blood pressure
- Obesity

Organisations:

- Increase absenteeism
- Turnover
- Decreased productivity



Moving forward

This part requires high commitment both individuals and organization. The strategies that can make the difference include:

- Stress management techniques
- Setting boundaries in the workplace
- Detect and address underlying issues like job dissatisfaction or personal struggles

This can lead to increase job satisfaction, productivity and better quality of life for all involved





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