



# **Burnout – Ideas and Tools To Recognize and Cope With It.**

# Feeling Swamped

I am a pretty active person who never thought much about burnout before the Pandemic. Since the start of the Pandemic and the work that we all have done and are doing, the feeling of constantly being swamped has been the topic of many conversations.

I will present ideas and tools to recognize and cope with burnout, feeling exhausted and/or swamped. I am taking this information from commonly available sources such as the Mayo Clinic, WebMD, Darling Downs Health, as well as other presentations I have attended.

Warning – these topics can be very personal. I present these as things to be aware of as we navigate the post pandemic new normal.

# Signs of Burnout - Physical Symptoms

- Headaches
- Stomach Aches
- Intestinal Issues
- Fatigue
- Frequent Illness
- Changes in appetite
- Changes in Sleep

# Signs of Burnout - Emotional Symptoms

- Feeling of helplessness
- Cynicism
- Sense of Failure
- Sense of self-doubt
- Decreased satisfaction
- Feeling detached
- Feeling alone in the world
- Loss of motivation

# Signs of Burnout - Behavioral Symptoms

- Reduce performance in everyday tasks
- Need more hours to get work done
- Lack of focus and decreased creativity
- Withdrawal
- Self Isolation
- Procrastination
- Distrust of others
- Outbursts
- Substance abuse

# One Example of the Stages of Burnout

## 12 Stages of Burnout



- Suicidal thoughts
- Loss of meaning
- Inner emptiness
- Depersonalize
- Feeling of worthlessness
- Withdrawal, loss of hope
- Denial of emerging problems
- Emotions become blunted
- Can't see root of problems
- Neglect personal needs
- Work harder, Take on more
- Compulsion to prove oneself

# Causes of Burnout

Burnout is not caused by stress at work or at home by themselves. Burnout is not caused solely by having too many responsibilities or by having a heavy workload.

Burnout is not a designated medical condition. Typically, it involves personality traits, family life, work environment and other factors that may be medical conditions such as depression.

I have often said that a person can engage with difficult challenges at work or at home, but it is very difficult to have to deal with both at the same time.

# Causes of Burnout – Work Related Causes

- Having little or no control over your work
- Lack of recognition
- Overly demanding job expectations
- Monotonous or unchallenging work
- Chaotic or high-pressure environment
- Working in a “helping profession” such as helping small business or working in health care



# Factors of Work Related burnout

## Address The Hazards



1. **Unsustainable workloads**
2. **Perceived lack of control**
3. **Insufficient rewards for effort = 490%**
4. **Lack of a supporting community**
5. **Lack of fairness**
6. **Mismatched values and skills**

# Causes of Burnout - Lifestyle Causes

- Working too much
- Not socializing
- Not relaxing
- Lack of close supportive relationships
- Too many responsibilities
- Not having enough help or the right kind of help
- Not enough sleep
- Not having a work-life balance

# Causes of Burnout – Personality Traits

- Perfectionist tendencies
- Pessimistic view of yourself
- Pessimistic view of the world
- Need to be in control
- Striving to be a high achiever
- Feeling like an imposter
- Inability to ask for help
- Lack of physical activity
- Having a poor diet

# What You Can't Control

- Other people's reactions
- Who get's ill and who doesn't
- Other people's choices
- Other people's beliefs
- What decision government and legislatures will make
- What restrictions or controls are put in place in the workplace

# Energy and Fatigue Management

- Sleep
- Nutrition
- Balanced Work Schedule
- Breaks
- Commute vs work from home
- Hydration
- Physical activity
- Recreation and hobbies
- Social activity
- Family activity

# What you Can Control

- Your reactions
- What you focus on
- Your attitude
- What you do for fun
- How you take care of yourself
- Who you connect with
- What you are grateful for
- Your routine

# Time and Energy

- Family
- Friends
- Career
- Health
- Personal Growth
- Spirituality
- Fun and relaxation
- Romance
- Community
- Physical environment

# Regaining Balance in Life

- Noticing and appreciating positive experiences
- Increasing feelings of self worth
- Expanding thoughts and behaviors that increase satisfaction
- Promoting creativity
- Making social connections
- Developing resilience
- Stop Glamorizing Overwork



# Determine What You Can Stop Doing, Start Doing or Continue Doing

**START**



**STOP**



**CONTINUE**



# Developing a Plan

- Identifying Your Priorities
- Creating Boundaries avoiding Hustle Culture
- Focusing on self care
- Boosting your energy
- Finding and enjoying the small things
- Finding and engaging with positive support
- Having mindset of connection
- Seeing and Utilizing Hope

# Seeing and Utilizing Hope

**HOPE** is defined as  
being more than just being optimistic:



Having Goals



Pursuing Them  
With Energy



Allowing For Many  
Different Pathways

# Washington SBDC Locations

Find the Nearest Advisor: <https://wsbdc.org/contact-an-advisor/washington@wsbdc.org> or 833-4WA-SBDC

