



How to Recognize Burnout and Protect Your Spark

Have you ever felt emotionally exhausted for days at work but felt you had to keep going? Do you worry coworkers would think less of you if you failed to excel? Do you ever find yourself working longer hours, but producing less quality work? **Any of these could be signs of potential burnout but by taking the right steps you can avoid burnout, unlike some mental illnesses.**

In their research, Maslach and Leiter state that burnout is “a prolonged response to chronic emotional and interpersonal stressors on the job.” Yet despite the long build up to burnout, many of us fail to recognize it before it is too late. ([Source](#))

Do you respond to an extreme lack of energy at work with statements like:

- But I love my job.
- I’m just tired.
- I’ll be fine once this – project/report/quarter/quota – is done.

“These are some of the lies we tell ourselves before we crash and burn,” says Program Director Mary Ann Baynton.

“Our push to excel can sometimes push us right into burnout – but the good news is that it can be prevented.”

If you or someone you know appears to be experiencing signs of burnout, check out this new [webinar](#) for warning signs and tips to help prevent or recover from burnout.

See [Burnout Response](#) for preventive steps to avoid burnout, including these six strategies:

- Seek clarity from your boss about their current job expectations and priorities for you
- Request access to necessary resources to complete the job well
- Regularly refresh your knowledge through ongoing training and retraining
- Ask for recognition of your efforts as well as your outcomes
- Recognize that reasonable work hours can increase productivity while longer hours may have the opposite effect
- Maintain healthy social connections outside of work to provide balance to the pressures at work

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For people leaders, recognize your role in the above strategies and consider adding 30-minute activities to your team meetings, such as:

Improving team culture:

workplacestrategiesformentalhealth.com/pdf/exercises/Improving_team_culture.pdf

Good enough vs. perfection:

workplacestrategiesformentalhealth.com/pdf/exercises/Good_Enough_vs_Perfection.pdf

Acknowledging strengths:

workplacestrategiesformentalhealth.com/pdf/exercises/Acknowledging_Strengths.pdf