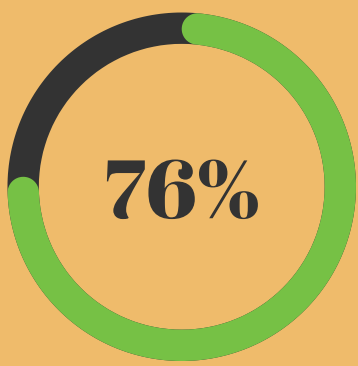


# Understanding Burnout to Promote Mental Wellness



Of employee experience **Burnout** on the job at least sometimes.

Percentage from a 2019 study of 12,658 individuals who were employed full time by an employer. Published in Gallup Report on Employee Burnout 2020.



**"Burnout is what happens when you try to avoid being human for too long."**

— Michael Gungor

## The 4 Rs

### What can we do?

#### 1. Recognise

What can we do? Burnout is not easy to detect - it sneaks up on you.  
How do you monitor yourself?

#### 2. Respond

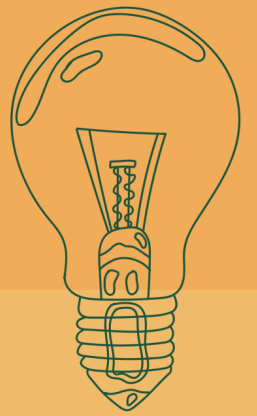
To respond we first need to figure out where isn't coming from.

#### 3. Remedy

What creates capacity for you? Build your list!

#### 4. Replenish

What is the plan of action to reduce or manage the stressors?



## 1: Recognise



Loss of energy



High blood pressure



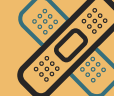
Insomnia



Decreased productivity



Fatigue



Increased illness



Increased mistakes



Mood disorders

## 2: Respond

Burnout is a result of a mismatch between the nature of our work / environment & our capacity as human beings. 6 work mismatches that lead to burnout:

#### Workload

Too much work, insufficient resources, always on.

#### Values

Are your personal values & organisational values aligned?

#### Reward

Feeling that we're acknowledged and paid properly.

#### Fairness

Inequalities leads to poor resolution of workplace conflict.

#### Community

Connection is imperative esp for minorities / under represented groups.

#### Control

Do you have the responsibility & tools to do the job well. Micro-management.

## 3: Remedy

Understand options

Evaluate options

Seek support

Strategically manage

## 4: Replenish

#### Restorative Practice

Micro: 5 minutes  
10 minutes  
30 minutes  
Macro: ½ day  
Full day  
Mega: long weekends  
Weeks

#### Play!

5 minutes  
10 minutes  
30 minutes  
½ day  
Full day  
Longer

