

Burnout Prevention Guide



MIND WORK



What is burnout?

Recognised by the **world health organization**, burnout stems from “chronic workplace stress” and can bring about feelings of exhaustion, anxiety, and reduced professionalism. Burnout is a difficult thing to deal with. Not only for those who go through it but for employers too. It can make motivation plummet. In the worst-case scenario, staff can end up going off sick for an unpredictable amount of time.

Who Gets Burnout?

Given the right conditions for it to develop, anyone can suffer from burnout. But some personality types are more susceptible. Perfectionists, and people with low self-esteem can be particularly vulnerable. As are those who require a harmonious environment, or those who feel the need to be in control. Change and uncertainty can be common trigger factors for these types of personalities.

There are many useful websites out there to help you understand what kind of personalities are in your workforce. The **Myers-Briggs type indicator** is well known amongst psychologists and produces a comprehensive guide to the ins and outs of the different personality types.



The Common Causes of Burnout

There are three main signs that someone is suffering from burnout. They can manifest themselves in a singular symptom, or as several different indicators. Of course, watch closely, as some people are better at putting on a brave face than others.

Physical Signs

We go through a lot of physical changes on any given day. You might be tired in the afternoon naturally. But someone who is constantly tired might be struggling with burnout. People's appetites can change too, so it might be useful to pick up on their lunch habits. Keeping an eye on someone's sickness record might show a tendency to attract illnesses easier which can be a sign of a lowered immune system due to exhaustion.

Emotional Signs

Do you have a confident worker who suddenly has imposter syndrome? Is your most corporate champion now a cynical employee? It might be worth investigating if they are on the slippery slope to burnout. Self-doubt, detachment, or a loss of motivation are all things to watch out for as emotional symptoms of feeling expended at work.

Behavioural Signs

The most obvious behavioural sign is a dependency on drink, drugs, or bad foods in order to cope. There are other more subtle warnings, however. Taking frustrations out on others, poor punctuality, or procrastination (above the norm), are things that can indicate a burnout warning.

Spotting the Signs of Burnout

Cognitive Wellbeing

This one is a little more complex. The crux of the issue comes down to working spaces. Sometimes, to think straight, people need a quiet room. Other times, a vibrant meeting space might bring about the creativity needed for ideation. Home workers with smaller places will benefit from some smart thinking about where they pitch up. The breakfast counter next to the washing machine, for example, is not always ideal, but the local coffee shop might be! As for the office, it's important to have a range of spaces where people can work at their best.

Social Wellbeing

Whilst this element has taken a hit as a result of Covid-19, now is the perfect time to address the office space. The buzzword is social connectivity. Enhancing how people interact, talk, and help each other can make them far more productive than being pigeonholed or shut away. And for those at home, regular daily catch ups, or a communal virtual space can work wonders.

Emotional Wellbeing

Again, this is a complex topic. Emotional wellbeing is an essential human need. We crave personalised spaces, so it is a good idea to allow for this. Views to the outside world help too, so address any windows blocked up by boxes. The spectrum of mental wellbeing is huge, so it is a good idea to have specialists help on hand for the times people have too much to deal with.

www.mindwork.me

Things You Can Do

It would be unrealistic to spot and prevent every case of burnout. But there are some things that can be done with relative ease to catch as many of your precious workforce before they fall.

Reach out

Don't leave someone in the midst of burnout smouldering. Make sure they know you're there for them. This sounds obvious but it can be easy to let the daily tasks take priority. They must know this isn't an intrusive work check-up. It needs to be human, and friendly.

Monitor Time Off

Perfectionist personalities, or those who want to be in control, might not take annual leave, or even go home, in fear their desires won't be fulfilled. Be aware of this. Instead of simply telling them to take time off, find out if they want to be kept informed of the progress of the project or changes coming down the line.

Set Aside Somewhere to Go

Being able to sit somewhere away from everything can be worth its weight in gold. Ideally, religious rooms and quiet spaces should be kept separate so they can serve their respective functions. That isn't always possible in packed offices. That said, with a bit of creativity, spots you never knew existed can often be found. If it's accessible, utilise outside areas for people to escape to and gather their thoughts.

Create a Talking Outlet

Only 13% of workers would feel comfortable talking to colleagues or bosses about their mental health. This sad fact means that 87% of workers who are struggling when they arrive at work might not be able to talk to anyone before it's too late. Once someone reaches this point, the outcomes can be unpredictable. In this situation talking therapy can be one of the most effective solutions for those who feel they have no one else to turn to.

How Can We Help?

Mindwork offers touch button access to therapy services for businesses of all sizes.

Whether it's a traumatic event or simply a time to reflect, we're here for your staff when they need it most. Packages are tailored to suit your business requirements. To arrange a consultation with our support team **[click here](#)**.



