

EMPLOYEE ASSISTANCE PROGRAM

TELLTALE SIGNS OF BURNOUT: AVOIDING BURNOUT AND WORKPLACE STRESS

Understanding the cause of stress is the first step toward managing it.

At one time or another, most employees feel the pressure of a tight deadline, a challenging project, or tension with colleagues. Every job has its stressors, but when stress becomes chronic, it can lead to burnout and emotional and physical distress. Some of the warning signs of workplace burnout include:

- Low energy and disinterest in work.
- Often feeling negative, frustrated, and irritable.
- Physical problems such as upset stomach, headaches, and insomnia.
- Trouble concentrating.
- Dreading going to work.
- Feeling overwhelmed and exhausted.
- Withdrawing from other people.

Understanding the cause of stress and burnout is the first step toward managing it. Sometimes stressors in our home life can spill over into work. Family responsibilities coupled with a heavy workload or long hours can result in fatigue and lowered productivity.

Setting work-life boundaries is important to prevent burnout. Try these tips to improve work-life balance and reduce workplace stress:

- Use your earned time off whenever you can.
- At work, get up every hour and stretch or take a quick walk.
- Eat healthy foods, make time for daily exercise, and get enough sleep.
- Maintain positive relationships with co-workers.
- Be realistic about workloads and deadlines, and prioritize what you need to accomplish each day.

Being vigilant about these things will make a difference in the quality of your life. However, if chronic stress continues to affect your mental or physical health, it may be time to talk to EAP or a mental health professional.

