

Inside**Out**[®]

Are you burnt out?



We have all heard it before...

“You can’t fill from
an empty cup”



“I am so burnt out”

This is a common phrase heard in offices all over the world in different job roles. With burnout becoming the common cold of corporate culture, it can almost feel like it is a normal part of being successful at work or a sign of working hard. Burnout should definitely not be ignored. Most of us recognize it as feeling tired and lacking energy, but do not think it is enough reason to stop and ask ourselves, why? and How? Burn out can start off as feeling tired, fatigued and getting progressively worse until we find it very difficult to navigate our way out.

This guide will help you to identify if you are burnout, what stage you are in, the triggers, as well as how to manage and prevent it going forward.

Why is burnout so common?

Burnout levels increased during the pandemic, due to working longer, 'zoom fatigue' less downtime and the boundaries between work and home becoming blurred. With many of us still working from home and navigating post-pandemic life, burnout is still something of great concern for both employees and employers.

What exactly is it?

There is a difference between stress and burnout, stress can be identified by feeling overwhelmed, and feeling the demands on you are too much, whereas if you are burnt out, you feel both physically and emotionally drained. It is almost like not having enough in the tank and nothing you do seems to fill it up, burnout is associated with lack, lacking energy, motivation and desire.

Spotting the signs

Can you identify any of the following signs in yourself?

- Feeling tired or drained most of the time
- Feeling helpless, trapped and/or defeated
- Feeling detached/alone in the world
- Having a cynical/negative outlook
- Self-doubt
- Procrastinating and taking longer to get things done
- Feeling overwhelmed

Causes or triggers of burnout

Some factors which can lead us to burn out include: Often it is not one isolated incident, but a combination of several triggers can accumulate and push us into burn out. Can you identify any for yourself?

- Work load
- Lack of Rewards at work
- Working from home
- Value
- Worries about Job security
- Isolation
- Poor physical health
- Poor sleep
- Relationship problems
- Caring for others
- Not asking for help

Managing these triggers effectively early on can prevent spiralling into burnout. For example if you identify workload and not asking for support; perhaps asking your manager for ways to manage this?

What stage of burnout are you in?

As mentioned burnout is something which progressively gets worse, so identifying what stage you might be in, can be helpful for you putting in place the strategies to manage it. The level of support and strategies might be different dependent on the stage, for example early stages might be managed by lifestyle changes, but the worse burnout gets, it might require professional intervention.

The early stages

This is when the onset of stress begins. Demands increase and outweigh our resources to cope.

Physical symptoms may include:

Increased adrenaline, sleep disruptions, difficulty concentrating, irritability, increased anxiety and tension.

What can I do?

At this stage there are strategies we can put in place to avoid progression into burnout.

Strategies

- Recognise that there may be a problem here.
- Increase self-care

Chronic stress

This is when stress is present for a while and has been left untreated. At this stage you might notice less desire to do things such as self-care, engage socially and a drop in motivation.

Symptoms may include:

Issues with digestion, Appetite (Increase or decrease). Fluctuations in mood such as anger, overwhelm and a drop in energy. Not feeling rested even after a good night's sleep.

What can I do?

Communicate with others around you about how you are feeling.

Strategies

- Take time to prioritise sleep strategies to reduce stress and irritation. For example, mindfulness, breathing technique.
- light physical exercise
- Reduce caffeine, increase fibre rich whole foods in diet
- Set boundaries between work and home

Burnout

All the symptoms mentioned above, as well as feeling detached and isolated, feeling self-doubt, emotional blunting and helplessness. At this stage it may be advisable to get in touch with a professional.

What can I do?

At this stage, burnout can become habitual, it can be important to seek support.

Strategies

- Book in with a mental health expert, use InsideOut app for support and resources
- Develop more long term strategies for coping with stress both inside and outside of work.

Taking a preventative approach

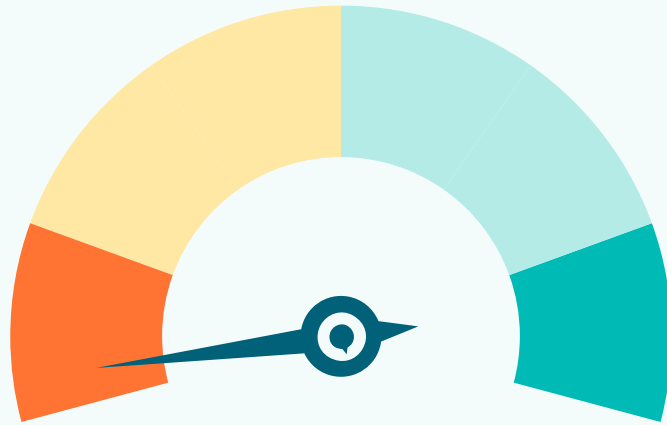
If we put in place strategies early we can protect ourselves from burnout.

There are simple lifestyle changes that can be made to improve physical health, these include:

- Diet, physical activity, drinking enough water, reducing alcohol, smoking, and drugs
- Improving sleep can have a significant impact on tiredness and resilience; sleeping routine, wake up time and sleep time. Keep to this even on the weekends. Avoid screens before bed
- Relaxation techniques
- Keep a worry diary



The takeaway message



You wouldn't expect your car to run empty!

Essentially it happens when we do not have the internal or external resources to cope with the demands being placed on us. Usually we can replenish our resources through support within the workplace or personal resources through self-care and stress management. However, the more the demands increase, we begin to neglect ourselves and stop asking ourselves "Do I have enough in the tank?". You would not expect your car to run on empty, so why do we carry on when drained and empty.

References and resources



[Lubbadeh, T. \(2020\), Job Burnout: A General Literature Review](#)

[Maslach, C., Leiter, M.P. \(2016a\), Burnout. In: Fink, G., editor. Stress: Concepts, Cognition, Emotion, and Behavior. Amsterdam, Netherlands: Elsevier Science. p351-357](#)



[Psychology today - Burnout: Where Do You Fall on the Burnout Continuum?](#)

[Mental Health UK - Burnout](#)

[Thisiscalmer - What are the 5 stages of burnout?](#)

[Thrive Global - The six stages of burnout](#)

Inside Out for your support



Bespoke Package

Whether you're looking for a preventative mental fitness programme or early intervention talking therapies and coaching, we've got your back. We can tailor our platform's features to meet your needs.



Holistic Care

Health is holistic. All elements are interlinked. By addressing physical, mental, nutritional and financial health we empower employees to take control of their holistic wellbeing.



Personalised

Integrated interactive tools and exercises, personalised to the employees' needs help to minimise symptoms and prevent chances of relapse.



Evidence Based

We work with leading industry experts. Using a unique range of evidenced based, clinically backed interactive tools we cater for anyone wanting to improve or maintain their mental wellbeing.

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