



Beating Burnout



Prevalence of burnout has increased dramatically, and its impact is overwhelming. Often due to prolonged stress in the workplace, burnout can cause once enthusiastic employees to lose their charisma and become less productive and downbeat. As a result, burnout is becoming an issue for companies and employees all over the world!

Did You Know?



A recent Gallup study reported that nearly **2/3** of full-time workers will deal with burnout at some point while working.



Those who struggle with balancing home and work life are **4.4x** more likely to show signs of job burnout.



Employees that experience burnout are **23%** more likely to visit the emergency room.

This state of emotional, physical, and mental exhaustion takes a toll on employees who are unable to meet constant demands. They put in more and more hours, although work becomes less and less effective. Whether working from home or in the office, this often leaves employees feeling drained, frustrated, and fatigued. Does this sound familiar?

What Can You Do?

One effective strategy to avoid or beat burnout is to create a daily routine. This will add structure and focus to each day by instilling a sense of control and productivity. It can also help alleviate stress and provide a level of predictability to your day. Continue reading for some tips on creating a daily routine.



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Morning *Set a positive tone for the day while motivation is highest.*

- Set an alarm for the same time each morning and avoid pressing snooze!
- Incorporate movement to wake up your body and mind. You'll feel accomplished before you even start working.
- Get dressed and ready for the day, even if you're working from home. This can help you stay on task and be productive.

Afternoon *Take breaks throughout your workday to reset and rest your mind.*

- Give yourself a break from juggling distractions and responsibilities by scheduling breaks into your day. Aim to align work breaks with your family's schedule if working at home.
- Attempt to end meetings 5-10 minutes early to give yourself and others time to regroup between back-to-back meetings.
- Avoid the afternoon slump by taking a moment to stretch or step away from work during lunch.

After Work *Set boundaries and create an after-work ritual to help keep work and home life separate.*

- Set limits for yourself and sign-off at an appropriate time as often as possible.
- Transition from work to home life by taking time to do something you enjoy such as going for a walk, listening to music, or calling a friend.
- Enjoy a device free dinner with family or loved ones. Connect with others by talking about the good and bad things that happened that day.

Evening *Wind down for the day and help your body prepare for sleep by developing a night-time routine.*

- Find a relaxing activity to calm the mind before bedtime.
- Practice gratitude - write down 3-5 positive things that happened during the day. This can alleviate stress and create positive behavior change.
- Prepare for the next day by setting an alarm, preparing exercise clothes, and/or packing a lunch to reduce feeling rushed in the morning.

References

- <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/burnout-survey.html>
- <https://www.gallup.com/workplace/237059/employee-burnout-part-main-causes.aspx>

