



BURNOUT

01.

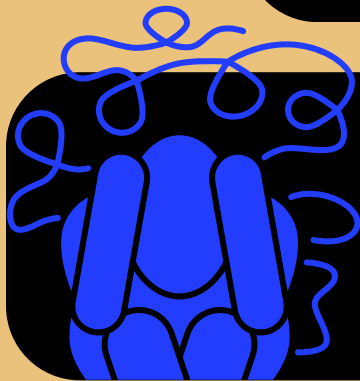
What is it

A chronic workplace syndrome marked by emotional exhaustion, depersonalisation/cynicism, and reduced effectiveness.



Why It's Important

Burnout undermines decision-making, increases risk of error, and impacts client safety and outcomes. Prevention is more effective than recovery alone.



Early Signs

- Constant fatigue, sleep issues, frequent illness
- Irritability, reduced patience, "short fuse"
- Loss of motivation, dread before shifts
- Feeling ineffective despite working harder

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Workplace responsibility

Leadership and systems must address workloads, role clarity, manageable caseloads, rest/leave access, and safe staffing.

Burnout is not an individual failure.

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Energy Audit

Track energy across the week; identify drains and gains.

	↓ Drains	↑ Gains
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Saturday		

How to use:

- At the end of each day, jot down what drained your energy and what restored it.
- Look for patterns—what can you reduce, and what can you increase?

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If you notice several of these signs:

- ✓ Pause and ground yourself
- ✓ Seek supervision or peer debriefing
- ✓ Access organisational supports (EAP, counselling)

Practical strategies

- Energy audit: Track energy across the week; identify drains and gains
- Workload hygiene: Time-box documentation; batch emails; micro-breaks every 90 minutes
- Recovery anchors: Movement, hydration, and consistent finish time
- Boundary scripts: “I can do X by Friday; Y will need to wait”
- Renewal habit: 15 minutes/day on a non-work activity that restores you

Supervision prompts

- Where is my work misaligned with my values or strengths?
- Which tasks are depleting vs. sustaining—and what can we adjust?
- What early-warning indicators will my supervisor and I watch for?

Empathetica offers supervision when you need it! Same day availability

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