

# BURNOUT

Recognize it. Understand it. Respond with care.

Healthier people. Stronger workplaces. A brighter tomorrow.

People  
Support  
People  
Change  
Communities

## 1 What is burnout?

Burnout is a response to chronic, unmanaged workplace stress with emotional exhaustion, cynicism or detachment, and a reduced sense of effectiveness.

It can develop gradually when the demands placed on us consistently exceed our resources, and recovery time is not enough.



## 2 Common signs



### Body

- Fatigue and low energy
- Frequent headaches or tension
- Changes in sleep or appetite
- Getting sick more often



### Emotions

- Feeling drained or empty
- Increased irritability
- Anxiety or low mood
- Feeling numb or detached
- Less joy or motivation



### Thinking

- Difficulty concentrating
- Feeling overwhelmed
- Negative or cynical thoughts
- Increased self-doubt
- Trouble making decisions



### Work life

- Reduced productivity
- Loss of interest
- Withdrawing from others
- Increased mistakes
- Feeling ineffective or "not good enough"

## 3 Why it happens

Burnout is often the result of multiple factors, including:



High workload and time pressure



Low control over how work gets done



Blurred boundaries between work and personal life



Poor recovery time and always "on"



Mismatch between personal values and job demands



Lack of support from leaders, peers or the organization



Ongoing pressure and uncertainty

## 4 What helps

Practical strategies to prevent and recover from burnout:



### Pause and name it.

Notice the signs early and be honest about what you're experiencing.



### Protect recovery time.

Build in regular rest, downtime and activities that replenish you.



### Reduce nonessential load.

Say no or postpone what isn't needed.



### Ask for support.

Talk with a trusted colleague, supervisor or professional.



### Reset boundaries.

Clarify your availability and protect your time and energy.



### Use small regulation tools.

Try breathing, movement, nature, mindfulness or grounding practices.



### Reconnect with meaning.

Remember why your work matters and what brings you purpose.

## 5 When extra support may help

Consider reaching out for professional support if you notice:



Persistent dread about work



Ongoing sleep changes or insomnia



Increased irritability or emotional reactivity



Feeling numb, detached or hopeless



More frequent mistakes or difficulty concentrating



Reduced functioning at work or in daily life



Work stress spilling into home life or relationships

Support is a sign of strength  
not a failure.

## 6 For leaders and organizations

Healthy workplaces help prevent burnout. You can:



Normalize conversations about stress, burnout and mental health.



Review workload, staffing and expectations to support sustainable practices.



Support regular breaks, time off and true downtime.



Improve role clarity, communication and psychological safety.

Sustainable  
workplaces  
create space for  
people to thrive.

## 7 Important to remember

### Burnout is not weakness.

It is a human response to prolonged stress and challenging conditions.

Recovery usually requires both personal support and system changes at the individual, team and organizational levels.

Caring  
for yourself  
helps you continue  
to care for others.