



## ***What to Do for Burnout and Stress***

**Did you know that in May 2019, Burnout became an official ICD:11 diagnosis as an occupational syndrome?** (11<sup>th</sup> edition of the International Classification of Diseases) The concept of burn-out is said to result from chronic workplace stress that has not been successfully managed. It is characterized by these components:

1. feel drained of energy or exhaustion;
2. feel no joy or interest in your work, or even feel depressed by it, negative and cynical
3. feel overwhelmed, unable to concentrate with reduced professional effectiveness
4. engage in escapist behaviors, such as excessive drinking, using drugs or food
5. feel impatient, irritable
6. experience chest pain, headaches, gastrointestinal complaints, shortness of breath, sleeplessness, or heart palpitations

**Burnout is one of the most widely discussed mental health problems in today's society. A recent Gallop poll found that 23% of employees reported feeling burned out at work very often or always, while an additional 44% reported feeling burned out sometimes.**

Burnout doesn't disappear on its own. It will get worse unless you address it and the underlying causes. It is important to begin recovery quickly as it can be a slow journey. Recovery strategies are critical.

Here is an example. Larry is the owner of a small manufacturing company with 16 close-knit employees. An upbeat positive person, he developed the company 5 years ago with vision and passion. His product is very successful and the business is growing. Four new employees just started as the company relocated to a larger building. Soon after the move, employees noticed Larry was irritable, tired and negative. They complained to the production manager, Jim. When Jim asked Larry if he was feeling well, Larry explained he was having trouble sleeping, chest pain, headaches, and GI upsets. He visited the company clinic and received a clean bill of health, but was feeling worse. Larry said, "I guess it's stress. I don't want the employees to be affected, but how can we change things?" The company needed recovery and renewal. For several years, the employees were working hard to produce more product to accommodate the expanding business growth. They were often making stressful changes and working late. Jim recognized that he and Larry had overlooked stress and looked for a solution.

Larry and the employees took the Sirocco Stress Survey. Surprise results, Larry's score was over the top. Most of the employees had higher scores as well. In a "reassessment of company goals" meeting with employees, Larry explained how negative he was feeling about himself; feelings like he was no longer a good leader. It came upon him suddenly and he felt exhausted 2 weeks after the move. During the meeting, it was determined that Larry would take 2 weeks of vacation immediately. Jim appointed two assistant production managers to support the increasing workload. The company opted for a stress management program to begin when Larry returns. Employees left the meeting with practice work:

1. Take the Sirocco Well-Being Survey to discern their overall well-being in the 7 important elements of life well-being
2. List any of the 7 elements they'd like to work on to increase their well-being
3. Use their essential oils and stress techniques to minimize stress before the next meeting

With stress and burnout, people need a leader to rally them, plan a course of action and take them through the process. That's where we come in. Call Sirocco Well-Being for your company health today.

Be well,

Mary Ellen