

Burnout and Self-care

Burnout is a serious issue that affects workers in Australia and all around the world. It is an organisational issue, often resulting in lower productivity, unmet business goals, and higher turnover. More importantly, unmanaged burnout can lead to exhaustion, anxiety, depression, and put employees at risk of serious health outcomes.

A recent study showed that Australian workers reported the highest burnout rates in the world. If left unmanaged, burnout can place workers at a higher risk of experiencing mental health problems.



61%

Australian workers reported being burnt out compared to the global average of 48%



5%

The rate of burnout has increased by 5% from 2021 to 2022



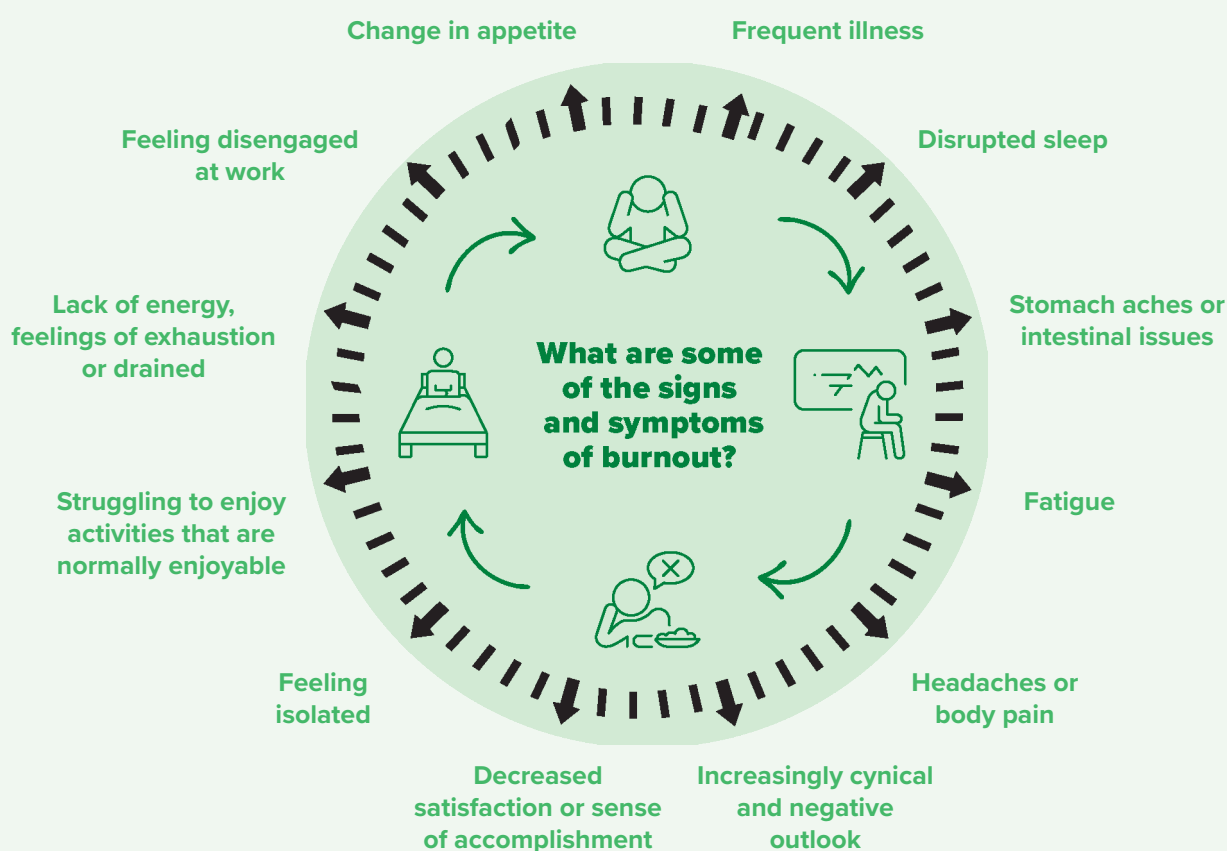
40%

resignations were attributed to burnout



\$14 billion

Is what burnout and stress related absenteeism costs the Australian economy each year



Understanding the risks

- **Common risk factors** include having limited support at work, being overloaded, experiencing role conflict or ambiguity, having low work satisfaction and being less experienced.
- **Long-term exposure** to stress can lead to burnout, and certain occupations are at greater risk.

How can employers help manage burnout in the workplace?



Manage workload

Ensure employees have adequate time, tools and resources to do their job. Routinely check in with employees and communicate openly about expectations.



Address psychosocial hazards

Common issues that need to be addressed include support, lack of role clarity, inadequate reward and recognition, physical environment.



Increase job control

Don't micromanage. Alternatively, offer employees a degree of control over how they choose to complete their work.



Recognise achievements

Ensure your employees are recognised for their efforts and rewarded for hard work. This can be as simple as saying "thank you".

How can employees avoid burnout?

1. **Prioritise self-care:** Caring for yourself includes anything that you can do to maintain and enhance your health and wellbeing such as:

- Good sleep
- Proper nutrition
- Seeking out social connections
- Moving your body

2. **Shift your perspective**

3. **Reset your work - life boundaries and expectations**

4. **Utilise existing support:** Many workplaces have an Employee Assistance Program (EAP) that provides confidential support for an array of work-related issues.

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