

Understanding Occupational Burnout

What is Occupational Burnout?

Burnout is the result of a prolonged period of stress which negatively affects your wellbeing. The signs and symptoms may be subtle at first, but can progressively deteriorate and become overwhelming.



Emotional Symptoms:

- Emotions feel blunted
- Helplessness / hopelessness
- Becoming tearful
- Irritable
- Numbness
- Feeling unfulfilled
- Feeling unappreciated

Behavioural Symptoms:

- Disengagement
- Social withdrawal
- Loss of commitment
- Uncharacteristic mistakes
- Lack of holiday planning
- Being inconsistent with work

Physical Symptoms:

- Muscle pains
- Headaches
- Tiredness / lethargy
- Sleeping problems
- Memory problems
- Lack of concentration
- Weight gain / loss

Common Causes:

- Work-life imbalance
- High volume of work
- Lack of resources
- Feeling unsupported
- Unclear job expectations
- Feel unable to influence decisions

COVID-19 and Burnout

- Experiencing sudden changes within the workplace
- Having to adapt quickly to new ways of working / new role
- Increased workload
- Caring responsibilities
- Occupational moral injury e.g. situations in which your personal / professional values feel compromised

All of these situations can be stressful and can lead to burnout. It is important to be aware of your wellbeing and spot any warning signs to prevent burnout from occurring.

