

Curbing Burnout

Your guide to prevention and early intervention

Burnout is a state of chronic, work-related distress marked by:

Exhaustion	Depersonalization or cynicism	Diminished sense of personal efficacy
<ul style="list-style-type: none"> · Emotional (Overwhelmed, numb, or down) · Cognitive (Impaired memory, concentration) · Physiological (Fatigue, tension, vigilance) · <i>“I can’t handle this anymore”</i> 	<ul style="list-style-type: none"> · Cynical attitude about work · Carelessness toward others · Disengagement from work activities · <i>“I can’t be bothered to care anymore”</i> 	<ul style="list-style-type: none"> · Perceived lack of autonomy or control · Undermined confidence · Loss of meaning and purpose · <i>“I can’t make a difference anymore”</i>

Is it ordinary stress or burnout?

Burnout is chronic stress that:

- Worsens at work or in response to work
- Leaves you feeling overwhelmed and/or helpless
- Leads to disengagement or unsustainable over-engagement at work
- Would remit if work resources were better, workload was lighter, or you were making a more valued impact

Best practices for individual employees

Taking stock using mindful awareness.

Bring your attention to the present moment and notice what you are thinking and feeling to explore what aspects of burnout you might be experiencing.

Speak up to curb exhaustion.

Think like a manager:

- 1 Diagnose the problem and its impact
- 2 Identify potential supports or solutions, with rationale
- 3 Seek collaboration and commitment.

Prioritizing wellness to curb exhaustion.

- **Review how you're doing at the basics of self-care:** Consider physical activity, nutrition, sleep, socializing, spirituality, hobbies/interests, etc.
- **Consider if you are living according to your values:** What 3 things most give your life a sense of meaning or joy? Is your behavior moving you closer to or further away from these things?
- **Now commit to action:** Choose 1 small, feasible, specific activity that aligns with your values. Schedule the time and plan ahead to make follow-through easy.
- **If needed, troubleshooting barriers:** Consider and challenge beliefs undermining self-care (e.g., "What would I advise a loved one and why?"). Keep your "reason why" front and center.

Check your thinking to curb cynicism.

Observe your thoughts. Do those thoughts lead to action or inaction? What alternative beliefs might help you take more productive action and/or feel better?

Reconnect with purpose.

Ask yourself: What attracted you to the company in the first place? What is the impact you want the company to have? How are you tasked with supporting that impact? Could you be underselling your impact potential? Consider asking colleagues for their "wins of the week" to inspire you and help you recall what's possible.

Reassess your work.

Write out your accomplishments of all sizes – ask your boss to weigh in on your contributions. Plan out what you'd like to accomplish in terms of small steps vs. big achievements. Consider whether your desire for more impact may point toward career development planning.

Seek mastery.

Greater self-efficacy comes through making progress. In what ways could you be enhancing professional growth, even outside of your role? What do you have control or ownership over that could be expanded or improved upon?

Best practices for your organization:

Organizational level interventions can be a powerful way to tackle burnout and can reduce absenteeism, presenteeism, and turnover while improving morale, employee engagement and productivity.

Culture Strategies	Management Strategies
<ul style="list-style-type: none">· Appreciate publicly and freely Praise members' contributions and efforts (not just outcome!) and impact· Reinforce purpose and mission Keep the "why" of this role/membership at the forefront· Carve out time for connection and team building Dedicate time and activities to develop and deepen relationships· Prioritize perspective taking Practice curiosity, rather than skepticism, as the standard· Model self-compassion Improvement starts with grace, not self-criticism	<ul style="list-style-type: none">· Lead with vulnerability When times are hard, acknowledge the circumstances and impact.· Model self-care Show what you're doing to prioritize wellness and boundaries (e.g. PTO).· Be proactive with offers of flexibility Can schedules, responsibilities, or deadlines be flexed? If so, make it known.· Audit workload and resourcing How is workload perceived and how are people supported in completing it?· Foster professional development Stay accountable to promoting career growth in team members in ways that resonate with them

Lyra is here to support you as you curb burnout.

Enroll today at care.lyrahealth.com