



Recognizing Burnout Fact Sheet

Burnout is widely considered a symptom of chronic work stress. It is more likely to occur when a job's demands outweigh its resources. It can affect anyone, regardless of experience or field of work. Burnout can take time to develop and may creep up on you, which is why it is important to regularly evaluate whether you are experiencing any symptoms.

It is important to note that burnout is not the individual's fault but a result of multiple factors. There are both individual and environmental risk factors for burnout.



Some individual (relating to self) risk factors include:

- Difficulties in boundary/limit setting
- Needing everything to be "perfect"
- Personal events outside of work
- Low self-esteem, emotional instability, or mental health diagnoses
- Allowing work to be the main priority in your life
- Difficulties in delegating work/ working in a team
- Bad time management



Some situational (workplace) risk factors include:

- Poorly defined work responsibilities
- Difficult schedules
- Hostile work environment
- Personal and organizational values misalignment
- Heavy workloads
- Lack of inclusion in decision-making
- Lack of recognition or reward

How can you tell if you are burnt out?

Burnout manifests through different areas of your well-being. Individuals who are experiencing burnout may notice changes in their emotions, motivations, behavior, thoughts, and body. The main features of burnout include: exhaustion (emotional and physical tiredness), cynicism (loss of enthusiasm/passion for work and distrust of others' motives), and inefficacy (loss of achievement, productivity, and confidence).

To stay up to date on events, training, and conversations happening in behavioral health spaces across Illinois, become a member of our GroupSite: responsecollaborative.groupsie.com

To submit events, request a training, contact us, or find workforce development opportunities, visit our website: responsecollaborative.com



The following are some signs and symptoms that you might be burnt out. The more that you relate to, the closer to burnout you may be.

Emotional:



- Decreased job satisfaction
- Loss of motivation for work
- Irritability, anger, and frustration
- Anxiety, worry, insecurity
- Self-isolation
- Feeling incompetent or like you're failing
- Drop in self-confidence
- Negative self-talk

Mental:



- Negative thoughts relating to work
- Paranoia about others' intentions
- Focusing on failures rather than accomplishments
- Detachment from work
- Negative attitudes towards teammates, clients, and others encountered at work
- Wanting to quit
- Negative changes in decision-making
- Difficulties in concentration and memory
- Losing interest in things you enjoyed

Keep in mind that burnout can have similar symptoms to mental health disorders such as Depression, Anxiety, and other trauma/stress-related disorders. If taking a break from work does not help with the symptoms you are experiencing, please talk to your therapist, doctor, or call or text 988 to discuss what other options may be helpful to you in your recovery.

Physical:



- Feeling tired or worn out
- Constant fatigue
- Pain or body aches
- Getting sick more often
- Sleep problems like trouble falling asleep or waking up, feeling like you aren't getting enough rest, difficulties staying asleep
- Changes in appetite or weight
- Gastrointestinal issues such as frequent cramping, abdominal pain, ulcers, and digestive problems
- Skin problems such as eczema

Feeling burned out?

Once you recognize you are experiencing symptoms of burnout, start figuring out which parts of your job are causing them and address them. Keep track of how you are feeling daily to pinpoint where the stress is coming from, if you do not already know. Resting or taking a break can lessen the effects of burnout. During these breaks or time off, make sure to unplug from your work. Set workplace boundaries, don't check emails when you are off the clock, and practice saying "no" when you have a heavy workload. Advocate for yourself and your health at your workplace. Develop a self-care plan that includes practices that will help you recharge during the workday. The work we do is stressful, but through self-advocacy and self-care, we can limit our chances of burnout.

