



EMPLOYEE BURNOUT

Why it has everything to do with the company - not the employee

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What is employee burnout?

Burned out employees is a physical and mental state that employees feel due to increasing work demands and not having enough time to recover and fully regenerate. Burnt out employees start losing the motivation to excel at what they do, leading to feelings of depression or stress.

The psychological and physical problems that burned out employees face have financial implications that most companies knowingly (or unknowingly) struggle with. Implications range from reduced productivity, a high turnover rate to losing the best talents. Executives need to realize that they play a significant role in creating workplace stress, ultimately leading to burnout. Once this problem is tackled at an organizational level, companies can then measure and address it.

What causes burnout?

- **Dysfunctional Team Dynamics**

It might come as a surprise that the people you work with could be dragging you down towards burnout. If you work in a team that continually discusses problems or spends most of the day complaining, it can be challenging for you to feel positive or motivated. Over time, you will start to feel demotivated, and you can't help but be affected by their negativity.

- **No Work-Life Balance**

Many employees feel challenged by explicit or implicit expectations to spend long hours at work. Employees who work extended hours experience many adverse mental and physical effects, including stress, fatigue, no work-life balance, and health issues. Management support is a critical factor in achieving work-life balance because when employees can manage their time at work, they will take control of their lives.

- **Excessive Multitasking**

It's illegal to speak on your mobile phone while driving a car – and for a good reason, the human brain is not wired to perform multiple tasks all at the same time. Most employees are always on the look for ways to achieve various goals simultaneously. Many non-multitaskers perceive themselves as poor performers. While it might seem easy to do two routine tasks simultaneously, doing two things that are both complex and demanding will push your brain to work harder and affect your productivity.

- **Lack of Support at Work**

For the longest time, burnout was considered a personal matter that employees had to deal with independent from work. But the evidence mounts that workplaces are mainly responsible for this issue, and they have to take active steps to resolve it. Social support at work is a critical component of solid work relationships and employees' psychological health. Support at work is all about having a network of coworkers and management you can turn to in times of need.



SIGNS OF EMPLOYEE BURNOUT

How can you tell if you or someone you work with is feeling burned out?

Here are a few signs to look for:



Physical symptoms such as feeling constantly tired, having headaches, & unexplainable body aches.



Getting sick very often



Feeling overwhelmed



Having a negative feeling about work



Inability to say no



Withdrawing from new projects and people



Short-temper with colleagues



Procrastination



Not sticking to a regular schedule of self-care (e.g., not working out or sleeping well)



Feeling unmotivated and pessimistic

Helping employees overcome job burnout

Employee burnout isn't merely the result of having too much work. When your employees are continually feeling overwhelmed, stressed, depressed, insecure, unappreciated, those feelings will eventually lead to job burnout. In other words, employee burnout doesn't have a quick fix; it requires careful thought and consideration. Here are some tips that companies can use to help their employees overcome job-related burnout.

- **Prioritize the mental health of your employees**

As a leader, you need to understand that work-related mental health issues affect your team members' well-being and productivity and can have a direct "negative" impact on your company culture. As a first step, you need to identify the main factors that might negatively affect your employees' mental health, such as long working hours, stressful workloads, unrealistic deadlines, lack of appreciation, or toxic coworkers. Create a mental health survey employees to assess how your employees are feeling about work, and decide what changes need to be made.

- **Encourage work-life balance**

Many of us still believe that the best employees are the ones who arrive early, work extended hours, and reply instantly to their emails after working hours or during their vacations. Contrary to popular belief, it has been proven that focusing on work and ignoring the quality of one's personal life causes employee burnout and hurts the company in the long run. It's a known fact that spending quality time with family and friends can help undo the effects of burnout, and flexibility arrangements can allow employees to unwind. Those who have comfortable and exciting lives outside of the office make better employees.

- **Offer flexibility arrangements**

Flexibility in the workplace is all about how and when work gets done. A flexible workplace caters to the needs of both the employer and the employee. Introducing flexible work arrangements is often used as a retention and engagement tool, as it allows employees to have control over when, where, and how they want to do their jobs.

- **Manage your digital distractions**

Most of us are constantly being bombarded by notifications and messages from coworkers, family, and friends. We've been trained to subconsciously respond to our notifications and even expect them without even realizing that we're doing it. The key is for us to unlearn this automatic response. Create a culture that allows employees to focus on one task at a time for 25 minutes, followed by a 5-minute break.

Another tip to eliminate office distractions is to reconsider your office space arrangement. Open office space has been can be highly ineffective when it comes to productivity and collaboration. While it's good to have an open areas in which people can discuss things and collaborate, it's also essential to give workers their own spaces away from all the distractions.





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