# Workplace Burnout

**Do you know the signs and what to do?**

## What Is Burnout?

Burnout is when someone is experiencing emotional, mental, and physical exhaustion resulting from prolonged and excessive work-related stress, which affects work performance, compassion fatigue, professional efficacy and positivity in the workplace.

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| **What to look out for with burnout?** | **What can you do that helps prevent burnout or workplace stress?** |
| * Excessive fatigue that does not improve with more sleep
* Increased irritability, impatience and frustration
* Change in sleep and eating patterns
* Increased sick days or lack of desire to go to work (persistently)
* Erratic or unstable mood
* Avoidance of work tasks or activities, and high levels of procrastination
* Difficulties with concentration, attention and completion of work tasks
* Compassion fatigue
* Increased health concerns and complaints
* Heightened anxiety and/or depression symptoms.
 | * Have healthy, open and transparent communication with a trusted supervisor or colleague
* Maintain healthy work/life balance
* Maintain strong professional boundaries
* Have clear work expectations and role clarity
* Have positive social support and work allies
* Have a manageable workload for the role type
* Access EAP, supervision and support
* Access to professional development opportunities
* Celebrate and recognise work achievements
* Have healthy self-care rituals and routines
* Know where to access help when needed.
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**If you are worried about yourself or someone else not coping, please see supports below:**

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| **Lifeline:** 13 11 14 | **Suicide Call Back Service:** 1300 659 467 |
| **Beyond Blue:** 1300 22 46 36 | **Kids Helpline:** 1800 55 1800 |
| **1300 MH CALL:** 1300 642 255 (Queensland Health mental health access line) | **MensLine Australia:** 1300 78 99 78 |
| **13 YARN:** 13 92 76 - for First Nations peoples | **1800 Respect:** 1800 737 732 |