# 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. |

**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 |