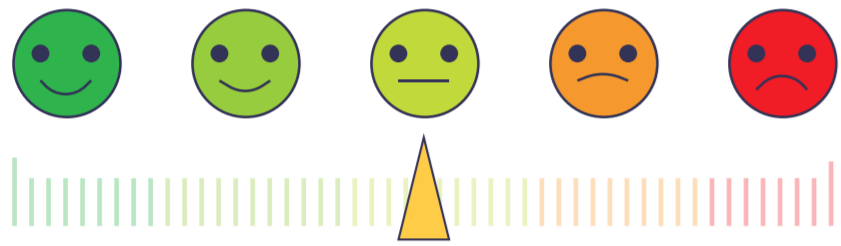


Preventing Burnout in the Workplace

WHAT IS BURNOUT?

Burnout is defined as **workplace stress** that has not been successfully managed.



WHAT COULD BE THE CAUSE?

- **Unfair** treatment at work
- **Unmanageable** workload
- **Unclear** communication
- **Lack** of management support
- **Unreasonable** time pressure



IDENTIFYING THE SIGNS

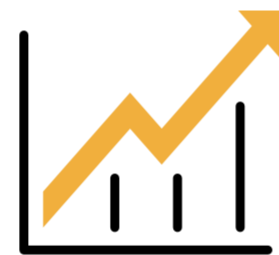
- Are you feeling **exhausted**?
- Are you **mentally distant**?
- Are you **less efficient**?
- Are you **motivated to learn & grow**?

MANAGEMENT



HOW TO PREVENT BURNOUT

- **Listen** to work-related problems
- **Encourage** teamwork
- **Focus** on strengths-based feedback
- Make **everyone's opinion count**
- Make **work purposeful**



HOW TO COMBAT BURNOUT

- Set **role expectations**
- Ensure **reasonable workload**
- Make **wellbeing** part of your culture
- **Reduce noise & interruptions**
- Design jobs to **allow for autonomy**

EMPLOYEES,
FIND YOUR BALANCE!

CONTROL

Set work boundaries.

COMMUNITY

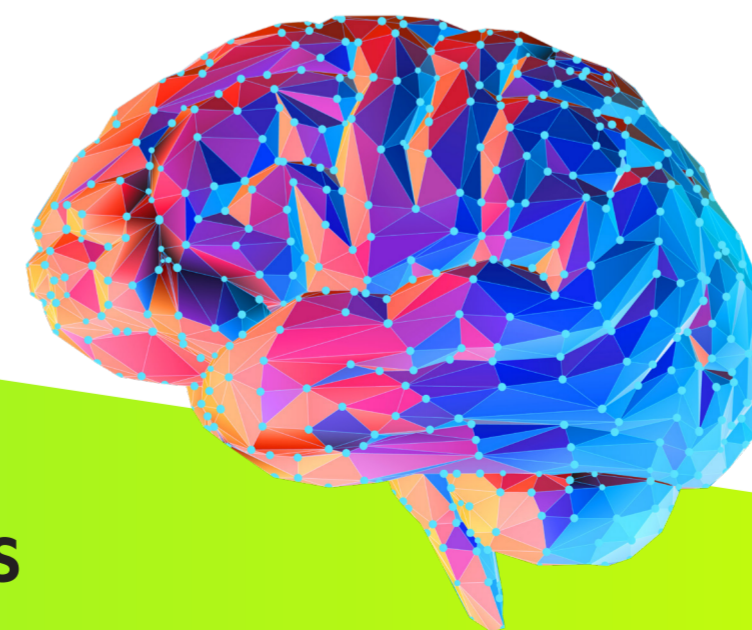
Creating a workplace community is essential to feeling supported.

TASK BALANCING

Swapping between tasks of varying difficulty.

MENTAL & PHYSICAL BREAKS

Read, meditate, listen to music, rest, exercise, play sports...



SCAN ME



VISIT OUR WEBSITE FOR MORE WELLNESS CONTENT

SCAN ME



SCAN FOR ALL YOUR RECRUITMENT NEEDS

Harness your Happiness

There are four chemicals that our brains release which make us feel happy:

Dopamine, Oxytocin, Endorphins, Serotonin.

We can release these in our brains naturally by doing certain activities:

Dopamine

REWARD

HOW TO RELEASE THIS CHEMICAL:

- ✓ Completing a task
- ✓ Eating
- ✓ Self-care activities
- ✓ Celebrating little wins

Endorphins

PAIN KILLER

HOW TO RELEASE THIS CHEMICAL:

- ✓ Laughter - encourage jokes!
- ✓ Exercise
- ✓ Dance celebrations
- ✓ Dark chocolate

Oxytocin

LOVE HORMONE

HOW TO RELEASE THIS CHEMICAL:

AT HOME

- ✓ Playing with a pet
- ✓ Hugging family

AT WORK

- ✓ Compliment colleagues
- ✓ Praise good work

Serotonin

MOOD STABILISER

HOW TO RELEASE THIS CHEMICAL:

- ✓ Walking in nature - perhaps on your way home
- ✓ Take your break in the sun
- ✓ Meditation
- ✓ Running
- ✓ Cycling
- ✓ Swimming

