

Signs of
BURNOUT



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BEHAVIOUR, PERFORMANCE, RELATIONSHIPS



Recognizing signs of burnout in performance is crucial for maintaining well-being and preventing further negative consequences.

It's important to note that these signs can vary from person to person, and not all individuals will exhibit the same symptoms. If you notice these signs persisting over a prolonged period and significantly impacting your performance and well-being, it's essential to seek support, practice self-care, and consider strategies. Taking proactive steps to address burnout can contribute to overall well-being and prevent further negative consequences.

I've addressed the more common signs of burnout to look out for, and strategies to implement that will restore balance, begin to alleviate symptoms and greatly contribute to your well-being.

Donita x

SIGNS OF BURNOUT IN PERFORMANCE

- **Decreased Performance:** Persistent decline in performance, including decreased productivity, quality of work, or efficiency, can be indicative of burnout. Tasks that were once manageable may become increasingly challenging and take longer to complete.
- **Exhaustion and Fatigue:** Feeling physically and emotionally drained despite adequate rest is a common symptom of burnout. Fatigue can manifest as ongoing tiredness, lack of energy, and difficulty recovering even after periods of rest or time off.
- **Increased Irritability or Negativity:** Burnout can contribute to a more negative and cynical outlook, leading to increased irritability, impatience, and a reduced ability to cope with stress. Small setbacks or challenges may trigger disproportionate emotional responses.
- **Emotional Detachment:** A sense of emotional detachment or disengagement from work and colleagues can occur in burnout. Individuals may become less interested or invested in their work, distancing themselves emotionally from their tasks and relationships.

- **Lack of Motivation and Engagement:** Burnout can result in diminished enthusiasm, reduced motivation, and a sense of disinterest in work activities that were once fulfilling or enjoyable. A loss of passion and a feeling of being stuck in a rut may become apparent.
- **Cognitive Impairment:** Burnout can affect cognitive abilities, leading to difficulties with concentration, memory, and decision-making. Individuals may struggle to stay focused or make decisions effectively, impairing overall performance.
- **Physical Symptoms:** Burnout can also manifest physically, with symptoms such as headaches, frequent illness, changes in appetite or sleep patterns, and increased vulnerability to stress-related ailments.
- **Withdrawal and Isolation:** Individuals experiencing burnout may withdraw socially, isolating themselves from colleagues or support networks. They may avoid social interactions or professional activities, leading to decreased collaboration and communication.

SIGNS OF BURNOUT IN BEHAVIOUR

- **Increased Withdrawal:** People experiencing burnout may exhibit increased withdrawal from social interactions and activities they once enjoyed. They may isolate themselves from colleagues, friends, and family, avoiding social engagements and becoming more reclusive.
- **Procrastination and Reduced Initiative:** Burnout can lead to a decreased sense of motivation and initiative. Individuals may start procrastinating, finding it challenging to start or complete tasks that were once manageable. There may be a lack of drive and enthusiasm for work or personal projects.
- **Increased Absenteeism:** Burnout can result in increased absenteeism from work, school, or other commitments. Individuals may take frequent sick days or seek reasons to be away from their responsibilities as a way to cope with the emotional and physical exhaustion.
- **Escapist Behaviours:** Some individuals experiencing burnout may engage in escapist behaviours as a temporary means of coping. This could include excessive use of alcohol, drugs, or other substances, engaging in compulsive behaviors, or seeking constant distractions (e.g., excessive TV or social media use) to avoid facing the underlying issues causing burnout.

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- **Irritability and Conflict:** Burnout can contribute to increased irritability, mood swings, and a reduced ability to manage stress. Individuals may become more short-tempered, easily frustrated, and prone to conflicts or disagreements with colleagues, friends, or family members.
- **Changes in Eating and Sleeping Patterns:** Burnout can disrupt normal eating and sleeping patterns. Some individuals may experience appetite changes, such as overeating or loss of appetite, while others may struggle with sleep disturbances, including insomnia or oversleeping.
- **Decreased Self-Care:** People experiencing burnout often neglect self-care practices that promote physical and emotional well-being. They may disregard healthy eating habits, regular exercise, relaxation techniques, and other activities that help manage stress and maintain balance.
- **Reduced Productivity and Engagement:** Burnout can significantly impact productivity and engagement in work or other responsibilities. Individuals may struggle to focus, experience difficulty concentrating, and find it challenging to complete tasks efficiently and effectively.

SIGNS OF BURNOUT IN RELATIONSHIPS

- **Emotional Exhaustion:** Burnout can lead to emotional exhaustion, which can affect how you engage with others. You may feel drained, emotionally detached, and struggle to invest energy and attention into your relationships. This can result in a decreased ability to provide emotional support or actively engage in meaningful interactions.
- **Increased Conflict:** Burnout can contribute to increased conflict and tension within relationships. You may find yourself becoming more irritable, easily frustrated, or prone to arguments and disagreements with loved ones. Small issues that would typically be manageable may escalate into larger conflicts due to heightened stress levels and emotional strain.
- **Decreased Empathy and Compassion:** Burnout can diminish your capacity to empathize with others and show compassion. You may struggle to understand or respond to the needs and emotions of your loved ones, as you may be preoccupied with your own exhaustion and stress. This can create a sense of disconnect and strained communication within relationships.

- **Neglect of Social Connections:** Burnout can lead to a withdrawal from social interactions, including those with family, friends, or romantic partners. You may find yourself canceling plans, avoiding social engagements, or simply lacking the energy and motivation to invest in nurturing your relationships.
- **Lack of Interest or Engagement:** Burnout can result in a reduced interest in activities or shared experiences within relationships. You may feel disengaged, finding it difficult to show enthusiasm or actively participate in conversations or shared interests. This lack of interest can create a sense of disconnection and may be perceived as a lack of investment in the relationship.
- **Communication Breakdown:** Burnout can hinder effective communication within relationships. You may struggle to express yourself clearly or actively listen to your loved ones. Misunderstandings, miscommunications, or a sense of emotional distance may arise, making it challenging to address and resolve issues.
- **Neglected Boundaries:** Burnout can lead to neglecting personal boundaries and boundaries within relationships. You may find it difficult to set and maintain boundaries to protect your well-being and prioritize self-care. This can result in feelings of resentment, a sense of being overwhelmed, or the inability to meet the expectations and needs of others.

Strategies for **BURNOUT**

- **Take Breaks and Rest:** Prioritize regular breaks throughout the day to recharge and give yourself time to rest. Stepping away from work, even for short periods, can improve focus and prevent mental and physical exhaustion.
- **Establish Boundaries:** Set clear boundaries between work and personal life. Define specific work hours, avoid checking emails or engaging in work-related tasks outside of those hours, and communicate your boundaries to colleagues and clients.
- **Delegate and Seek Support:** If possible, delegate tasks or seek support from colleagues or team members to lighten your workload. Effective delegation can alleviate stress and provide an opportunity for collaboration and shared responsibilities.
- **Prioritize Self-Care:** Make self-care a priority by engaging in activities that promote physical and mental well-being. This can include exercise, practicing mindfulness or meditation, getting sufficient sleep, and maintaining a balanced diet.

- **Set Realistic Goals:** Establish realistic goals and expectations for yourself. Break down larger tasks into smaller, manageable steps, and celebrate achievements along the way. Recognize that you can't do everything at once and focus on quality rather than quantity.
- **Seek Meaning and Purpose:** Reconnect with the purpose and meaning behind your work. Reflect on the impact you make, the value you bring, and find ways to align your work with your personal values and passions.
- **Practice Stress-Management Techniques:** Implement stress-management techniques such as deep breathing exercises, journaling, or engaging in hobbies or activities that help you relax and unwind. Find what works best for you and integrate these practices into your daily routine.
- **Seek Support and Communication:** Reach out to trusted colleagues, friends, or mentors to share your experiences and seek advice or support. Having open and honest conversations about your feelings can provide perspective and help alleviate the burden of burnout.
- **Reevaluate and Adjust:** Regularly assess your workload, priorities, and commitments. Identify areas where you can make adjustments or seek opportunities for growth or professional development. Be willing to make changes that align with your well-being and long-term goals.

WHAT IS THE *next step*

Remember, recovery from burnout takes time, so be patient and kind to yourself throughout the process. Taking proactive steps towards self-care and seeking support will assist in restoring balance and well-being in your life.

WHAT IS COACHING

A coach provides support, guidance, and tools to navigate through this challenging phase. A coach creates a safe space for you to explore your burnout triggers, uncover underlying patterns, and gain clarity on your values and priorities. Some strategies to address burnout are setting boundaries, practicing self-care, managing stress, and fostering resilience.

A coach serves as an accountability partner, helping you stay focused on your goals, provide encouragement, and help you to make sustainable changes. All of that promotes well-being, renewed energy, and a healthier approach to work and life.

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