

# Burnout and stress

## Novant Health Employer Solutions

### What is burnout?

According to the World Health Organization, burnout is a syndrome resulting from chronic workplace stress that has not been successfully managed.

### Characterized by 3 dimensions

- Feelings of energy depletion or exhaustion
- Increased mental distance, or feelings of negativism or cynicism related to one's job
- Reduced professional efficacy

### What is stress?

Stress is a normal physical or mental response to an external source. There are many sources of stress that can impact one's physical and mental well-being and have a direct impact on work performance.

### Some signs of burnout and stress

- Poor job performance
- Decrease in productivity
- Physical health concerns
- Fatigue
- Excessive stress
- Insomnia
- Depression
- Anxiety
- Sadness, anger or irritability
- Alcohol or substance misuse
- Heart disease
- High blood pressure (silent killer) – most who have it have no symptoms

### How to manage burnout and stress

- Identify signs of burnout and stress
- Identify immediate changes you can make
- Talk to a trusted person/therapist
- Practice self-care and self-compassion
- Set boundaries

The techniques to help reduce burnout all fall under the umbrella of ways to manage stress. The goal is to manage stress levels and find healthy ways to cope with the demands of life, work and caring for yourself.

### Ways to set boundaries and practice self-care

- Deep breathing
- Guided meditation
- Healthy eating
- Ample rest and sleep
- Physical activity and exercise
- Hobbies
- Managing social media time

### What employers can do to provide a more happy and healthy work environment?

Employers need to recognize that creating a space of mutual respect, community and genuine care for their employees will allow the entire workplace to thrive.

For more information, visit [NovantHealth.org/EmployerSolutions](https://NovantHealth.org/EmployerSolutions).

