

Work-Related Burnout

Buffering Against Burnout

What is Burnout?

Burnout is a form of exhaustion caused by constantly feeling swamped. It's a result of excessive and prolonged emotional, physical, and mental stress. In many cases, burnout is related to one's job. Burnout happens when you're overwhelmed, emotionally drained, and unable to keep up with life's incessant demands.

Those that have the responsibility of supervising others in the workplace can take actions to buffer against burnout in their supervisees. Below are some Dos and Don'ts when considering factors that contribute to or buffer against employee burnout.

The DOs (Workplace factors that buffer against employee burnout)	The DON'Ts (Workplace factors that contribute to employee burnout)
Feeling appreciated	Toxic environment (gossip, cliques, finger-pointing, etc.)
Feeling effective in work role	Feeling ineffective at role
Team cohesion	Tense work relationships
Open communication within the organization	Continuous stress with no opportunity to debrief or decompress
Pro-active strategies to deal with chronic stress (what self-care can you offer "in house"?)	Unhealthy personal boundaries (Is there separation between work and personal life? Can employees say "no" to taking on extra tasks without repercussion? Etc.)
Good relationship with immediate supervisor	Closed systems ("This is the way we do it, and we won't change")
Creativity (as opposed to repetitive tasks and stagnation)	Extremes of too much or too little (too much supervision, micro-managing, too little supervision, no support from supervision)

Bonus:

- Good relationships outside of work can help reduce the risk of employee burnout. Encourage employees to take time to develop and maintain personal relationships.
- Help employees recognize and acknowledge personal limits. Taking on too much can lead to burnout. Yes, NURSES ARE SUPERHEROES! But, even superheroes have side-kicks!