BURNOUT

WHAT IS BURNOUT?
Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress.

STRESS VS. BURNOUT
• Stress occurs when the demands are greater than the ability to meet them
• Anxiety is a response to stress, where people may feel uneasy or nervous
• Burnout is constant stress that leads to total exhaustion.

COMMON SIGNS AND SYMPTOMS
• Constant exhaustion
• Negative outlook
• Muscle aches/headaches
• Disengaged at work
• Anger/irritable
• Constant worrying
• Digestive issues
• Change in sleep habits
• Skin issues like hives or eczema

HOW SYMPTOMS AFFECT SOMEONE AT WORK

<table>
<thead>
<tr>
<th>Physical</th>
<th>Cognitive</th>
<th>Emotional</th>
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<tbody>
<tr>
<td>Lack of energy to complete work tasks</td>
<td>Difficulty concentrating at work</td>
<td>May cause change in motivation to go to work or complete work tasks</td>
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<td>May weaken immune system increasing days off work</td>
<td>Focusing only on mistakes made at work</td>
<td>Isolating yourself from coworkers</td>
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BURNOUT MANAGEMENT
• Contact your health care provider for assessment and management of your symptoms
• If your symptoms are affecting you at work, please reach out to the Employee Well-being Consultant for your department for support
• For more information, please refer to:
  • OHCOW Workplace Mental Health
  • CCOHS Mental Health- Job Burnout

Disclaimer: This handout is provided as educational information and does not substitute for the consultation, diagnosis, or treatment from qualified healthcare providers. External resources have been carefully selected but are not produced by Western University. References available upon request. Illustrations by vectorjuice on Freepik.