Burnout: How to prevent it & spot the signs



nilo.health
we care

What is burnout?

Burnout is a state of physical and mental exhaustion often caused by chronic work-related stress. Approximately 77% of all US employees have been affected by burnout, and the phenomenon is global, becoming so widespread that in 2019 the WHO officially recognized burnout in its International Classification of Diseases.

Common causes of burnout

Frequently the result of an adverse interplay of external circumstances and personal characteristics, the causes of burnout vary widely, but can include:

- a heavy workload
- job insecurity
- an always-on digital workplace
- too many meetings/insufficient time for creative work
- lack of clarity about responsibilities
- lack of support or recognition from leaders
- excessive time pressure
- perfectionism
- helper syndrome
- pathological ambition
- underperformance or boredom at work

nilo.health

8 common signs of burnout

The signs of burnout can creep up slowly and be difficult to recognize at first. It's therefore critical to pay attention and quickly address these warning signs if you notice them in yourself or a colleague:

1. **Emotional, mental, and physical exhaustion**
2. **Disengagement:** loss of interest and enthusiasm in things previously found enjoyable
3. **Increased absenteeism:** taking time off to avoid projects or colleagues that cause stress
4. **Difficulty relaxing:** working long hours and/or not taking time off
5. **Isolation:** withdrawal from relationships
6. **Higher sensitivity to feedback:** reacting with defensiveness, anger, or other signs of stress
7. **Physical symptoms:** panic attacks, chest pains, increased heart rate, digestive disorders, weight changes, headaches, back pain, sexual problems, sleep disorders
8. **Decreased productivity:** suddenly missing deadlines and showing lackluster performance

Preventing Burnout

Often people don’t want to admit that they are overworked and exhausted – and sometimes they also work in environments where it's impossible to admit or address these concerns.

Preventing burnout calls for action, conversation, and awareness at both the individual and organizational level. If left untreated, burnout has serious mental and physical health consequences, and in most countries, companies are required by law to look after the health of their employees.

At the individual level, if you notice you are more often stressed than not, ask yourself whether you have too high expectations of your own performance and tend to exceed your own limits. Self-knowledge, honesty, and perspective are essential here. You might also consider asking a close colleague or teammates what their perception of your workload and approach is, offering to do the same for them.

How to get help

Effective burnout prevention and treatment is about much more than educating individuals in stress management and self-care. Burnout prevention requires cultivating workplaces where there is genuine connection and where individual employee distress is understood as a collective issue.

Nevertheless, it can be helpful to know there are things everyone can do on an individual level to reinforce their health and gain a sense of self-determination that can positively impact all areas of their lives.



Some practical measures for combating burnout

- Learning **time management**
- Cultivating /**pursuing hobbies**
- Clearly **defining personal goals**
- **Healthy eating**
- Maintaining/building **social contacts**
- **Identifying stressors**
- **Exercise** /sports
- Getting **adequate sleep**
- **Building/ enhancing team communication,** especially around mental health
- Practicing **relaxation techniques**
- **Digital detox**
- **Incorporating rituals** into the day
- **Taking “conscious” breaks** geared to refueling energy and enhancing well-being
- **Professional counseling or coaching**

nilo.health

The modern approach to mental health

nilo.health
we care

Visit Us

nilo.health
app.nilohealth.com