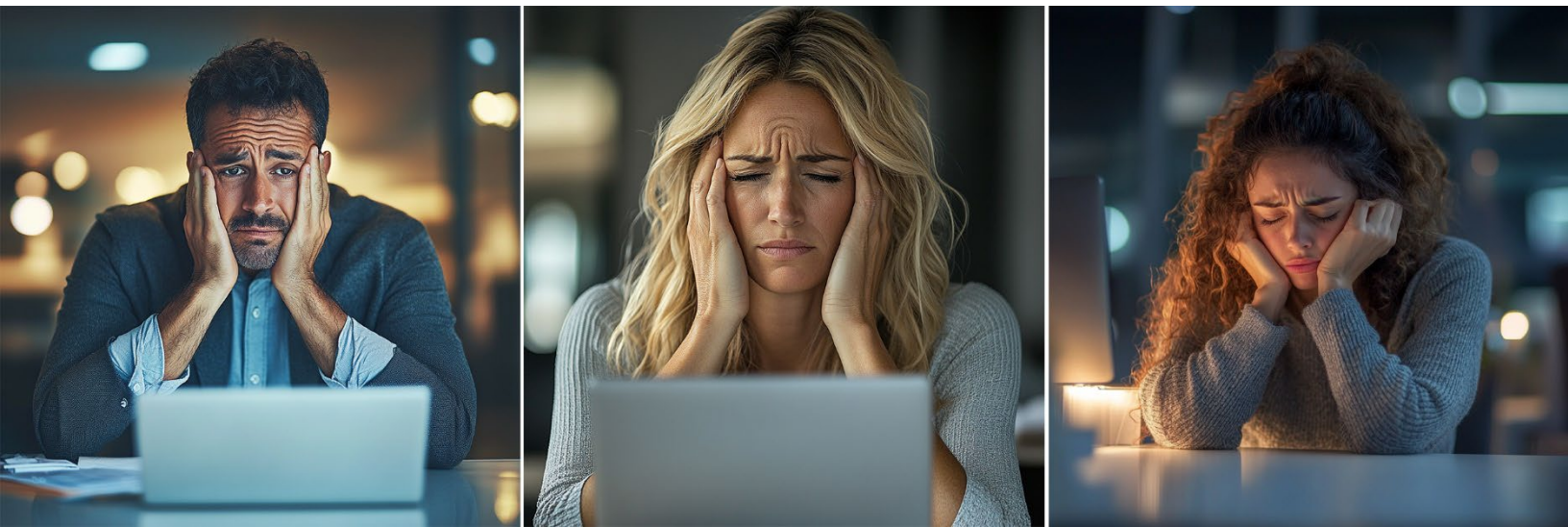


# Understanding Burnout



## What is Burnout?

Burnout is a psychological response to ongoing workplace stress. It's a condition that can vary in intensity. It's important to understand that burnout is associated with sustained stress rather than just occasional difficult days, which is key to managing it effectively.



## Key Approaches to Address Burnout

There are a variety of strategies that individuals and organizations can adopt to enhance resilience and reduce the effects of burnout.

# Awareness

## Recognize Your Stress Triggers

### Identify What Causes Stress:

Reflect on specific factors that cause your stress, whether they are tasks, interactions, or settings.

### Acknowledge Vulnerabilities:

Utilize tools like the Burnout Risk Assessment to evaluate your risk and pinpoint areas that need improvement.

## Adjust Job Expectations

### Assess Job Compatibility:

Ensure your role aligns with your personal needs and values, as a mismatch can significantly increase burnout risk.

### Match Motivation with Reality:

Evaluate whether your job offers the necessary elements to keep you motivated and engaged.

# Regulation

## Techniques for Managing Emotions

### C L C B E Method:

- **Calculate** your stress on a scale of 1 – 10
- **Locate** where in your body you feel stress
- **Communicate** your self-talk
- **Breathe** deeply and **Exhale** slowly to calm your nervous system

### Take Regular Breaks:

Set reminders to take short breaks every 90 minutes to avoid stress accumulation.

### Practice Mindful Breathing:

Engage in breathing exercises that help slow your thoughts and alleviate immediate stress.



“Engage in breathing exercises that help slow your thoughts and alleviate immediate stress. Breathe deeply and exhale slowly to calm your nervous system”

# Recovery

## Small-Scale Recovery Practice

### Daily Habits:

Incorporate simple daily practices such as short walks, breathing exercises, or brief meditations to restore energy.

### Consider Extended Breaks:

If daily practice isn't enough, think about taking longer periods away from work to recharge.

## Create a Restorative Environment

### Change Your Surroundings:

If possible, alter your work environment or routine, as staying in a stressful setting can hinder recovery.

# Reconnection

## Rediscover Joy

### Reconnect with Your Values:

Engage in activities, meet people, and visit places that bring you happiness and align with your core values.

### Strengthen Social Support:

Cultivate relationships with supportive friends and family to boost emotional resilience.

# Reimagination

## Rethink Your Work Approach

### Reflect on Work-Life Harmony:

Consider how you want work to fit into your life instead of letting it dominate your life.

### Gain New Insights:

Use recovery time to think about how you can approach work differently to maintain your well-being.

## Organizational Support

For leaders and HR professionals, understanding the typical sources of stress and fostering a supportive work environment are crucial for preventing burnout.

### Common Stressors

#### Conflict and Negotiation:

Leadership roles often involve stress from managing conflicts and negotiations rather than from direct tasks.

#### Build Support System:

Ensure that effective support systems are in place to help employees manage stress.

Burnout is a complex challenge. But with a focus on awareness, regulation, recovery, reconnection, and reimagining work, both individuals and organizations can develop resilience. Emotional intelligence in managing high-stress environments is of critical importance. By adopting these strategies, you can help reduce burnout and encourage a healthier, more sustainable work culture.



Burnout is more than just feeling stressed—it's a prolonged response to chronic workplace pressure that affects our emotional and physical well-being. While it may not be a permanent condition, addressing burnout requires intentional strategies. This guide provides actionable approaches to help both individuals and organizations build resilience and combat burnout. From identifying personal stress triggers to creating supportive work environments, the methods outlined here will empower you to manage stress, recover from exhaustion, and rediscover joy in your professional life.

## About PPR

People Performance Resources, LLC (PPR) was designed with our clients in mind. Our services are always tailored to your needs

When we become your strategic HR business partner, you will receive a high level of personal commitment and dedication that is Best-in-Class. For each project, we will become an extension of your organization to show a unified vision to all employees. We also provide a true ROI as every dollar you spend goes towards developing and receiving best practices, and there is never down-time.

