



## ACTIVITY: Do You Have Burnout?

Burnout is 'a state of emotional and physical exhaustion that results from poorly managed workplace stress' – in other words, when we're stressed out for too long, our body forces us to shut down to recover. There are three core symptoms of burnout:

**Emotional Exhaustion** – reduced empathy and cognition

**Depersonalization** – detachment, going through the motions

**Inefficacy** – feeling like nothing you do matters

### Try This!

Check to see if you have symptoms of burnout using the Burnout Assessment Tool:

<https://burnoutassessmenttool.be/wp-content/uploads/2020/08/BAT-English.pdf>

**Burnout can lead to serious physical and mental medical issues.** If you're seeing signs of burnout, It's important to develop a plan to combat burnout in four ways:

**Resiliency:** Learn what makes you resilient prior to burnout so you can practice techniques when you need them. The [resiliency.bjclearn.org](http://resiliency.bjclearn.org) website has many practices to try, either on your own or with your team.

**Release:** Find what *physically* helps you release stress from your body, either physical activity or mental downtime. Create dedicated breaks in your day that focus on recovery and set boundaries so they're not disturbed. If we don't, our bodies will make us stop to recover by using burnout.

**Revise:** Burnout occurs as a result of chronic stress. If the cause of stress doesn't go away, burnout is inevitable. While we can't fix everything, discovering what areas we can control gives us agency to reduce stress.

**Relationships:** Seek help from others. Reach out to family, friends, coworkers, and/or leadership so they know you need something to change for your health. Professionals such as BJC EAP or a licensed counselor can assist by developing a customized plan with you to counter burnout.

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