

How to Break Out of Burnout!

The Term burnout comes from the 1970s, Herbert Freudenberger (11.26.1926 – 11.29.1999) helping in the development of the free clinic movement, while treating mostly substance abusers coined the term burnout to describe a "state of mental and physical exhaustion caused by one's professional life." He and colleague Gail North characterized burnout as a set of symptoms... from work's excessive demands" (https://en.wikipedia.org/wiki/Herbert_Freudenberger)

Burnout is defined in the ICD-11 & DSM-5? WHO: World Health Organization, International Classification of Diseases (ICD-11), for 2022," has officially classified job burnout as a *medical diagnosis*. Job burnout is defined as chronic workplace stress that hasn't been successfully managed." This is a break thru on helping identify, treat & resolve burnout. (<https://www.prevention.com/health/mental-health/a27610274/job-burnout-definition-world-health-organization/>)

In 1991, Barry A. Farber in his research on teachers proposed that there are **three types of burnouts**:

- 1 Overloaded:** "classic/frenetic burnout," someone works harder, to resolve, the stressful situation, seeks reward.
- 2 Underchallenged:** someone has low stress, low reward, work is unrecognized, boring, repetitive, "mind numbing."
- 3 Neglect:** "wear out," giving up, helpless, too much stress and/or too little reward, lack of control, or engagement.

Burnout stress, anxiety, etc is serious and its effects on your mental, emotional, and physical health shouldn't be underestimated. Do relax and recharge and find a healthy happy way to maintain a good work/life balance.

Burnout is situational, conditional vs systemic, is not depression, but if ignored can lead into depression.



How to Break Out of Burnout in 3 Steps:

- 1. What?** Identify your feelings of burnout as real, no shame! based on? Personal? Professional? situational?
- 2. How?** Once recognized, how do you break out of Burnout? Validate your feelings, experiences, move forward?
- 3. Where & When?** Where are the resources to help you out of Burnout and When will you start that process?

Six Steps, Tips on Ways to Break Out of Burnout:

- 1. Work related burnout.** Talk to manager, mentor, change schedules, new skills & strategies, reach out.
- 2. Personal life related burnout.** Shift perspectives, talk to someone new, a professional, walk/write it out, work it out.
- 3. Find a Release, new hobby:** Don't crack but bend, take a walk, 5 min breaks, safe venting, meditate, journal
- 4. Find Ways to Make Work More Fun or Interesting:** Learn new skills, network, take classes, redo resume, smile.
- 5. Take a Vacation, mental/physical.** Reboot, recharge, unplug, turn off the phone, change scenery!
- 6. Get more Sleep, Exercise, Eat Well:** Exercise it out, when you feel good, better, the mind follows.

Identify your work needs. Harvard Business Review article identifying the six virtues of a "dream" company:

- | | | |
|-------------------------------|---------------------------------------|-----------------------------------|
| 1. You can be yourself | 2. You're told what's really going on | 3. Your strengths are magnified |
| 4. "Stupid" rules don't exist | 5. Your daily work is rewarding | 6. The company/work is meaningful |

How does your company rate? Few meet all criteria, use as a starting point to a more rewarding, engaged workplace.

(<https://www.psychologytoday.com/us/blog/pressure-proof/201306/7-strategies-prevent-burnout>)

You can find a creative roadmap through burnout!
Even if you can't be "creative" at work/home - Having creative outlets works!



"Setting goals is the first step in turning the invisible into the visible." - Tony Robbins (Motivational Speaker)

"Have no fear of perfection; you'll never reach it." - Marie Curie (1st woman chemist to win a Nobel Prize)

"It always seems impossible until it's done." - Nelson Mandela (S. Africa's 1st black President)

"He who conquers himself is the mightiest warrior." - Confucius (Chinese Philosopher)

Discover Creative Life Coaching!