

Ways of reducing employee burnout



Burnout is a state of physical and emotional exhaustion. It can occur when you experience long-term stress in your job, or when you have worked in a physically or emotionally draining role for a long time.

Common signs of burnout:

- Feeling tired or drained most of the time
- Feeling helpless, trapped and/or defeated
- Feeling detached/alone in the world
- Having a cynical/negative outlook
- Self-doubt
- Procrastinating and taking longer to get things done
- Feeling overwhelmed

When asked to identify the symptoms of burnout, 85% of UK adults correctly identified symptoms of burnout, while 68% mistakenly identified symptoms of anxiety.

The lines between work and home life have become increasingly blurred. Many of us are working longer hours, have been looking after children during the working day, and for many, our means of social interaction and social environments have changed.

Burnout isn't something which goes away on its own. Rather, it can worsen unless you address the underlying issues causing it. If you ignore the signs of burnout, it could cause further harm to your physical and mental health in the future. You could also lose the ability and energy to effectively meet the demands of your job which could have knock-on effects to the other areas of your life.

Here are some ways managers can reduce employee stress and burnout:

- Hold Walking Meetings. ...
- Promote Work/Life Balance
- Monitor Workloads & Scheduling
- Encourage Employees to Use Vacation Time
- Provide Work from Home Options
- Prioritize Workplace Wellness
- Offer Employee Assistance Programs
- Enforce Management Training.

Managers Make the Difference

Similar to how family relationships are the foundation of a happy home life, the professional employee-manager relationship can be the foundation for a successful organization, driving collaboration, providing career advancement and, hopefully, alleviating workplace stress, rather than being a source of it.

Sources:

<https://www.michiganstateuniversityonline.com/resources/leadership/12-ways-managers-can-reduce-employee-stress-and-burnout/>

<https://studycorgi.com/employee-burnout-and-vacation-length-relationship/>