

How to protect yourself from **BURNOUT**



1 in 10 workers in Aotearoa could be suffering from burnout.

At greater risk of burnout are:

- workers in larger firms with 51+ employees (153% more likely)
- workers who are managers (210% more likely)
- younger workers aged 29 years and less (206% more likely)
- essential workers are (152% more likely).

Statistics from an AUT study of 1000 Kiwis following the first COVID-19 lockdown in March 2020.

Warning signs of burnout

- Emotional exhaustion.**
Extremely tired, short temper, irritable easily upset, tearful, anxious.
- Increased negative feelings about work.**
Don't enjoy work anymore, unmotivated, unexcited about new projects, dislike colleagues, unwilling to help colleagues.
- Feeling incompetent and inefficient.**
Question ability to get work done, make decisions, and take responsibility. Feel incompetent or unsuited for the job.
- Trouble staying focused.**



Self-care activities to prevent burnout

Experts on job burnout recommend that small daily efforts are more effective than waiting for annual leave or even the weekend (Derks & Bakker, 2014; Oerlemans & Bakker, 2014).



Think you might be burnt out, or heading that way? Try the following:

- ✓ **Take a critical look at your workplace behaviour.**
Watch your overtime, ensure you have enough time to recuperate after work. Review your responsibilities and workload. Address any unclear communication.
- ✓ **Actively disengage from work at the end of the work day.**
Log off, don't check work emails, work phone, or read work messages after hours. Don't link your personal phone or smartwatch to your work email or phone.
- ✓ **Schedule time for activities that promote physical and mental health.**
Such as regular exercise, engaging in hobbies, and getting enough sleep. If the activity is scheduled and planned for, then this can help you stick to it.
- ✓ **Schedule downtime for low-resource activities.**
Put aside the time to nap or lie down on the couch.
- ✓ **Strengthen social relationships.**
Spend time with friends and family.
- ✓ **Track your mood and energy levels for a few days.**
Draw attention to how your thoughts and feelings might be linked to things like the number of hours slept, amount of exercise, and your diet.

Need to talk to someone about burnout?

EAP Services is completely confidential and fully funded by your employer. To request an in-person, phone, video or e-counselling appointment, scan the QR code, phone, or visit eapservices.co.nz.

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