

# Understanding Burnout

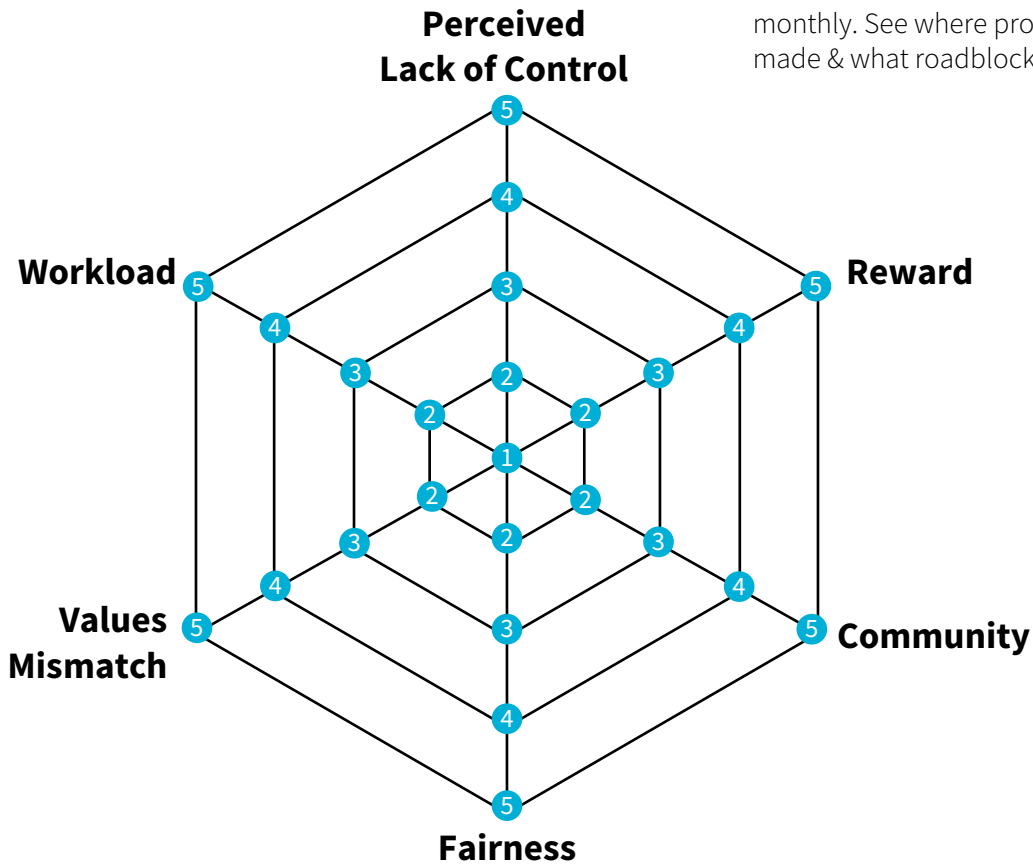
There are six key areas where you could experience imbalances that lead to burnout. By understanding these causes of burnout and considering what you can do to make changes, you can come to a more objective conclusion about whether you can make it work.



## Rank yourself below in each Key Area!

5 Feeling Good to 1 Burnt Toast

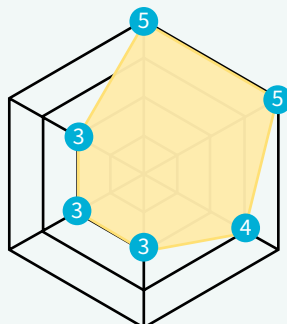
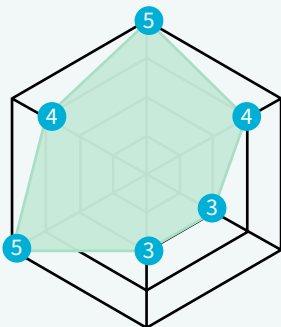
Save this chart & re-evaluate yourself monthly. See where progress is being made & what roadblocks you have.



### Reflection Questions:

- What would get you closer to a 5 in one key area?
- How can you make one dimension 1 number better?
- What surprises you about this chart?

*Examples*





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Here are the six areas that can lead to burnout:

**Workload.** When you have a workload that matches your capacity, you can effectively get your work done, have opportunities for rest and recovery, and find time for professional growth and development. When you chronically feel overloaded, these opportunities to restore balance don't exist.

**Perceived lack of control.** Feeling like you lack autonomy, access to resources, and a say in decisions that impact your professional life can take a toll on your well-being. If you find yourself feeling out of control, step back and ask yourself, "What exactly is causing me to feel this way?" For instance, are the priorities within your workplace constantly shifting so you can never get ahead? Or do you simply not have enough predictability in terms of your physical or people resources to effectively perform your job?

**Reward.** If the extrinsic and intrinsic rewards for your job don't match the amount of effort and time you put into them, then you're likely to feel like the investment is not worth the payoff.

**Community.** Who do you work with or around? How supportive and trusting are those relationships? In many cases you can't choose your colleagues and clients, but you can improve the dynamic. It could be as simple as taking the time to ask others how their day is going — and really listening. Or sending an email to someone to let them know you appreciated their presentation. Or choosing to communicate something difficult in a respectful, nonjudgmental way. Burnout can be contagious, so to elevate your individual engagement, you must shift the morale of the group.

**Fairness.** Think about whether you believe that you receive fair and equitable treatment. For example, do you get acknowledged for your contributions or do other individuals get praised and your work goes unnoticed? Does someone else get regular deadline extensions or access to additional resources when you don't?

**Values mismatch.** If you highly value something that your company does not, your motivation to work hard and persevere can significantly drop. Ideals and motivations tend to be deeply ingrained in individuals and organizations. When you're assessing this element of burnout, you need to think carefully about how important it is to you to match your values with those of the organization.