



Identifying Burnout Symptoms

Burnout among employees has become one of the most expensive and disruptive workplace issues of the past few years. According to Gallup, workplace burnout cost employers \$322 billion in 2022.

Stressed employees impact productivity, increase absenteeism, and boost turnover in this already tight labor market. Just the loss of one employee due to burnout can cost tens of thousands of dollars in recruitment, hiring, training and lost productivity.

Burnout has a stigma attached to it. Most people are reluctant to appear overwhelmed in front of the boss and colleagues. Meanwhile, they continue to suffer in silence. As a result, managers who offer a discreet solution, such as this course, have more success than those who hold a seminar where everyone is expected to attend. Some don't feel they need it. Others don't want to be seen attending a session on burnout. Besides, people who feel overwhelmed don't think they have the time or energy to sit through another presentation that will steal time from their already busy days.

With a self-paced course, employees can learn on their own time and engage with the information in a way that works best for them. They can listen to these ideas as they get up in the morning, on the way to work, during the day, when they're getting ready for sleep. All the course content is downloadable to their personal devices.

Note: Individuals experience burnout in different ways, typically by manifesting several, but not all, of the symptoms below. Since this is a sensitive topic, it is important to approach those who appear to suffer from it discreetly and with empathy. See the link below for a short video on how to do so.

What to look for . . .

(This is not an all-encompassing list.)

People who:

- Appear emotionally exhausted
- Appear to be pulled in too many directions
- Seem to stress out over every little thing
- Are consistently pessimistic about life in general
- Appear to be leading an unhealthy lifestyle (diet, alcohol, drugs, etc.)
- Are constantly sick (head colds, headaches, sinus infections, aches & pains, etc.)
- Appear more disorganized and absent-minded than in the past
- Retreat from conversations when they would normally participate
- Look lost in their thoughts
- Lack concentration
- Lack general motivation
- Complain of being overwhelmed
- Complain of insomnia
- Lamenting that they're not living up to everyone's expectations