



How to Spot Signs of Burnout

In our modern-day world, burnout seems to be happening to more and more people. It's a serious issue that affects individuals, teams, and organisations alike.

Did you know?

20% of UK workers needed to take time off work in 2023 due to poor mental health caused by pressure or stress.

Source: *The Burnout Report – Mental Health UK, 2023*

Fortunately, there are a few tips and techniques that can help us spot signs of burnout in ourselves and in others before things go too far.

At an individual level:

- Being self-aware is the first step to finding out how close we are to burnout. That means paying attention to changes in your mood, energy levels, and physical health.
- Persistent fatigue, irritability, and a lack of motivation are common indicators that burnout may be looming.
- It may also help to take note of changes in behaviour, such as increased absenteeism or decreased performance.

At the leadership and organisational level:

- Lead by example by practicing self-care and setting realistic expectations for yourself and your team. Leaders are responsible for creating a culture that prioritises mental health and work-life balance.
- Be approachable and receptive to feedback, actively seeking input on workload and stress levels.
- Provide opportunities for professional development and training on stress management techniques.

Within teams:

- Communication – Fostering an open and supportive environment is essential.
- Encourage honest conversations about workload, deadlines, and personal challenges.
- Actively listen to colleagues and be attentive to any signs of distress or overwhelm they may exhibit.
- Offering support and resources, such as counseling or flexible work arrangements, can help alleviate burnout and promote wellbeing within the team.



Remember: At every level, communication serves as a powerful tool in preventing and addressing burnout. Regular check-ins with team members can allow for early detection of potential issues and provide a platform for open dialogue.

By building awareness and fostering effective communication, individuals, teams, and leaders can work together to spot signs of burnout and create healthier, more resilient work environments for all.