

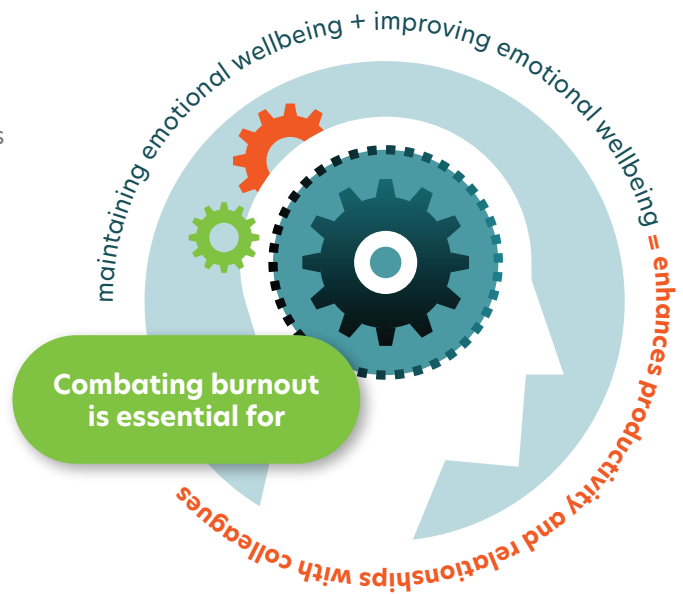
Combat burnout and improve wellbeing



In 2019, the World Health Organization (WHO) officially recognised burnout as an occupational phenomenon, describing it as feelings of exhaustion, negativity and cynicism towards work, which ultimately impacts productivity.

Burnout not only increases the risk of physical and mental illness but also adversely affects organisations through absenteeism, low employee engagement and weakened team cohesion. It can even spread among team members, creating a cycle of negativity that is difficult to break.

Combating burnout in the workplace is essential for maintaining emotional wellbeing—and improving emotional wellbeing enhances productivity and relationships with colleagues.

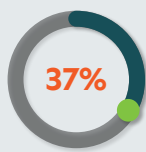


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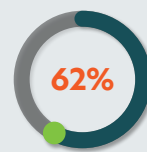
According to the National Alliance on Mental Illness:



of employees reported **feeling burned out** in the past year because of their job



said they felt **so overwhelmed** it affected their ability to do their job



of employees who **felt uncomfortable sharing** their mental health concerns also experienced burnout

Here are **strategies to help** address and prevent burnout:



Recognise the signs

Identifying burnout early can help you take action before it impacts your health. If you notice decreased productivity, fatigue, negativity or cynicism in yourself or colleagues, take action. Offer support and seek help.



Promote work-life balance

Take regular breaks, avoid eating lunch at your desk, use your annual leave and establish boundaries between work and personal life to reduce frustration and resentment.



Be part of a supportive environment

Foster a workplace culture where it's safe to express concerns. It's okay to ask for help. Check in with each other, send a funny or supportive GIF and practise kindness.



Know where support is available

Make use of your Employee Wellness Programme (EWP).



Manage your workload

Keep to-do lists to stay organised and tackle one task at a time when overwhelmed. If you're struggling, speak to your manager about adjusting priorities. Use a 'do-not-disturb' status for focused work.



Professional development

Set goals and discuss opportunities for growth with your manager. Feeling engaged and seeing your value at work reduces the risk of burnout.



Physical activity

Exercise significantly reduces stress and improves wellbeing. Go for a walk, swim or dance to your favourite playlist. Even short activities like 10 squats or a plank can help.



Breathe

Feeling overwhelmed can affect your breathing. Take a moment to check how you're breathing—deep breaths can help you regain focus. You've got this!

Implementing these strategies can create a healthier, more productive work environment.

