

## Topic - Stressors / Burnouts.

### 5 stages of burnout -

(a) As with any illness, symptoms of burn out change from person to person, these 5 stages are commonly observed:

• Honeymoon Phase - when we undertake a new task, we often experiencing high job satisfaction, commitment, energy and creativity.

- Onset of stress
- Chronic stress
- Burnout
- Habitual Burnout

→ Burnout is the loss of meaning in one's work, coupled with mental, emotional or physical exhaustion as the result of long-term unresolved stress

Gen symptoms of Burnout include;

- Lower resistance to illness.
- Pessimistic outlook on work or life.
- Physical, mental and emotional exhaustion.
- Time away from work.
- Demotivation & detachment from your work.
- Depleted energy levels.
- Detachment in personal relationships.
- Lower productivity.

## Onset of stress -

The 2nd stage of turnout begins with an awareness of some days being more difficult than others. You may find your opinion/optimism waning, as well as notice common stress symptoms affecting you physically, mentally or emotionally.

Common symptoms include:

- High blood pressure
- Inability to focus
- Irritability
- Job dissatisfaction
- Lack of sleep or reduced sleep quality
- Lower productivity
- Unusual heart rhythms
- Anxiety
- Change in appetite or diet
- Fatigue
- Forgetfulness
- General neglect of personal needs
- Grinding your teeth at night
- Headaches
- Heart Palpitations

→ Chronic stress - common symptoms include:

- Lack of hobbies
- Missed work deadlines and/or targets

(3)

- Persistent tiredness in the mornings.
- Physical illness.
- Procrastination at work and at home.
- Repeated lateness for work.
- Resentfulness.
- Social withdrawal from friends and/or family.
- Uptake of escapist activities.
- Anger or Aggressive behaviour.
- Apathy.
- Chronic exhaustion.
- Cynical attitude.
- Decreased sexual desire.
- feeling threatened or panicked.
- feeling pressured or out of control.
- Increased alcohol / drug consumption.
- Increased caffeine consumption.

### ② Burnout: Common symptoms-

- Development of an escapist mentality.
- feeling empty inside.
- Obsession over problems at work or in life.
- Pessimistic outlook on work and life.
- Physical symptoms intensify and/or increase.
- Self-doubt.

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- Social- Isolation.
- Chronic headaches.
- Chronic stomach or bowel problems.

5. Habitual Burnout: It is the final stage.

Common symptoms:

- chronic sadness
- Depression
- Burnout syndrome
- chronic mental fatigue.
- chronic physical fatigue.

→ Prevention:

- Become a member of the calmer community.
- Evidence based stress management techniques.
- Guided meditation and affirmation audio files.
- Quarterly live webinars with mental health experts.
- free access to recorded Calmer events library.
- Reading prompts and access to the calmer book club.