



Work Smart Live Smart

What Is Burnout And How Do I Know If I Am Experiencing It?

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Burnout is a state of fatigue while feeling frustrated, overworked, and unappreciated. It occurs when a person persists with a way of life that doesn't meet their expectations or exerts too many demands on their energy.

Certain jobs or roles such as nursing, have high rates of burnout because of the depth of caregiving that is involved. Others roles, such as social workers, have high rates of burnout because the resources are not always available to do the job properly and they may have too many demands placed upon them, such as too much overtime. These jobs and others like them may be pronged to job burnout because individuals in these roles often experience idealistic and/or unrealistic job expectations and may face a lack of control over their job. These are the factors that lead to fatigue, uncertainty, and reduced motivation.

Some of the other signs of burnout include needing more hours to get your work done, lack of focus, decreased creativity, sleep problems, forgetfulness, substance abuse, becoming cynical, distrusting, complaining more, and feeling more isolated. When these occur it becomes extremely difficult to carry on with your job.

It is a shame that many people quit a job that they use to love without realizing that they may have been able to prevent burnout from occurring in the first place. Burnout can be a serious consequence of an unbalanced life and of an environment where the individual experiences little control and high demands. It is important to have a clear understanding of what our job is and is not. We need to have very clear expectations for ourselves and for the roles we carry out. We need to have a well-balanced life so that not all of our fulfillment is based on one facet of our life. Finally, it is important that we continue to talk to others around us for support and for creative ideas about how to handle the problems that may be occurring.

Stress and wellness specialist, **Beverly Beuermann-King** translates current research and best practices information into a realistic, accessible and practical approach through her dynamic stress and wellness workshops, on-line articles, e-newsletters and media interviews and through a collaboration called *Awakening The Workplace*. Visit www.WorkSmartLiveSmart.com for more on Beverly and her wellness work.

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