

6

WAYS TO BEAT BACK BURNOUT

Free!

Break **FREE** from Feeling a Constant
Sense of Overwhelm.



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Burnout... to hold, stoke and inflame within oneself, burning resentments towards a job, a set of tasks, a group of people at work, an employer or an employment situation.

Sooner or later many professionals experience burnout. For some it gradually sneaks up on them. For others it feels like a bolt of lightning, suddenly heightening an awareness that they are deeply unhappy with and resentful about, their jobs.

The causes of burnout are not singular. Many things may contribute to your newly acquired, undesired attitude. Here are just a few:

- Remaining in constant overwhelm
- Taking on too many things
- Being responsible for tasks that are so distant from what you once found interesting or were passionate about
- Not doing anything that brings you joy
- Being “on” constantly for others and not having your own needs met
- Feeling inundated by problems with only a few or small achievements or successes thrown in here and there
- Feeling the long-term weight of the responsibilities that you’ve accepted over time
- Remaining surrounded by, and opening yourself to, pessimistic people



5 ways to reverse burning resentments and burnout mentality

#1

**Catch the martyr mentality and stop it as early
and as often as you can.**

- Get real about what's really happening within you.
- If you're tired, admit you're tired.
- If you're feeling drained own up to it.
- If you're dwelling in what's next for you and what you really want to do, acknowledge that that's where your mind is at.
- Stop blaming others, and life itself, for where you're at inside of your mind.
- Catch your "I don't care" messages and stop them in their tracks.

#2

Be accountable. Stop complaining and take ownership.

I did it for 18 months. I know what it's like and it only reinforces your dislike of present circumstances, blocks any meaningful solutions, and distances you from the very people who are trying to support you.

Sooner or later people get tired of hearing your complaints and self-imposed victimhood. Vent when you need to vent, but vent honestly (i.e., I'm feeling lost inside. I'm struggling. I know it's not you or the business or this situation... I'm at a loss and need to regroup. I need to see all of my choices and make new decisions.).

#3

Go back to the basics and stoke your passion once again.

Stop overloading your day with all of the things that trigger burning resentments within you. If you can't block some activities and tasks that you despise, then adjust how you do them. Do them in partnership with others, partialize and break them into smaller pieces, remind yourself that nothing lasts forever, etc.

Go back to some of the basic types of tasks and engage in the original types of interactions that brought you joy to begin-with.

Do that which matters to you.

Do somethings that are meaningful to you and to others.

If you used to be excited about certain tasks but no longer have those types of tasks on your plate, put some on your plate.

Always do some of what makes you happy or you'll end up resenting the hell out of everything else you have to do.

#4

It may sound silly, but see the ‘good’ in as many facets of work as you can.

When we experience burn-out our perception of situations, people and life changes. It's just a fact. When our perception is altered we don't see the positives, the good, or the possibilities present in every situation. You must force yourself to see and acknowledge the little and large good in every situation.

Acknowledge, within yourself, that the encounter you had wasn't that bad; the person's you encountered are actually good people who are trying their best; the work that you are being asked to do actually has some meaning and benefit to others; etc.

See the good as often as you can. Doing so will block the bad.

#5

Balance your life. Start doing things outside of work that you have always dreamt of doing.

Spend more time with loved ones and friends, start going on those walks/hikes or bike rides, go fishing a few times a month, etc.

When any of us experience burn-out we dwell upon all of the things that are wrong with our jobs and not-happening in our lives. We dwell so much in the what's not happening and what we don't like, that we don't make strides to balance our lives so that we start doing what we like, and make new things happen.

Start adding happiness to your life so that it balances out your workplace efforts. This is a strategic empowerment action.

#6

Let others know what you constructively need.

It doesn't help the situation if you keep making unreasonable requests (e.g., please just stay out of my office/way, please just leave me alone, don't give me anymore work, etc.). These types of requests are not based in workplace reality.

Let others know what you constructively need (e.g., tangible resources, meaningful recognition, actual ideas and solutions because your brain is blocked, ongoing coaching, etc.). Having real needs fulfilled will help you along the way as you pull yourself back from the brink of burn out.

Remember, the mental and emotional states of burnout didn't come to pass overnight. You can't snap your fingers and expect yourself or another person to just get over it and be happy. It takes effort to reverse the road to burnout; effort that has to be put forth at the very time when you feel the most drained. So, concentrate your effort in the right areas and within a short amount of time you'll be able to renew YOU!

These 6 steps are part of our seminar on Reversing Burn Out and Compassion Fatigue on the Job. This seminar is available to all businesses and organizations Individual coaching is also available for those caught in the grips of burn out or compassion fatigue. Contact us for more information.

