

Handling Burnout

Burnout is usually a system's issue perpetuated by an organization; thus, the way to best mitigate burnout is to address the concerns at the organizational level. Nevertheless, the following are individual actions you can take to try to protect yourself from burnout:



1. **Cost-Benefit Analysis:** Weigh the pros and cons of staying in your current situation or doing something different.
2. **Talk to the Source of Distress:** Bring up your concerns, ask for what you need and suggest compromises. Determine where the mismatches are in expectations.
3. **Broaden Your Identity:** Having a single-source identity (e.g., "I am what I do.") makes us vulnerable to burnout. Reflect on how you value the many facets of your identity. Believe in your abilities. Remind yourself of your accomplishments.
4. **Find Alternative Ways to Get Needs Met:** When it comes to feeling purposeful and connected, we often have needs for leadership (influence, decision-making, etc.) and affiliation (belonging, teamwork, etc.). Seek opportunities where you can experience these needs more fully.



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