



BURNOUT

EARLY SIGNS



- Exhaustion
- Frustrations (e.g. over lack of results)
- Cynicism
- Mood disturbance
- Unfulfilled expectations
- Decreased motivation

REMEMBER - with uncertainties surrounding the COVID-19 pandemic, now more than ever, we need to keep an eye out for one another!

POSSIBLE CAUSES



- WORKLOAD**
if job demands exceed people's limits
- CONTROL**
if people do not feel they can influence decisions or do an effective job due to a lack of necessary resources (e.g., whilst working from home)
- REWARD**
if people are not receiving sufficient rewards for their efforts (financial, institutional or social)
- COMMUNITY**
if people are lacking quality social interaction at work
- FAIRNESS**
if people perceive decisions as unfair. If people are not being treated with respect
- VALUES**
if the ideals and motivations that attracted someone to their job conflict with organisational values
- LACK OF RECOVERY**
if people have not had a sufficient break

WHAT IS IT?



Burnout is defined as a psychological syndrome of exhaustion, cynicism, and inefficacy

WHAT CAN YOU DO?



- Monitor levels of burnout and engagement
- Be creative with social interactions
- Take time off
- Clarify job roles/ expectations
- Adjust goals where necessary
- Work-life balance - set clear boundaries and ensure time is allocated to rest and recovery
- Engage with mindfulness exercises
- Develop sleep routine

TAKE CARE!



- Ignored or unaddressed burnout can have significant consequences:
 - Excessive stress
 - Fatigue / insomnia
 - Sadness, anger or irritability
 - Alcohol or substance misuse
 - Heart disease
- If you need some support during this time, as always, there are plenty of sources available to you:
 - Each other (athletes and colleagues)
 - Coaches and other support staff
 - Performance Lifestyle & Psychology
 - British Athletes Commission (for athletes; support@britishathletes.org)
 - Togetherall (previously Big White Wall; togetherall.com/joinnow/uk sport)