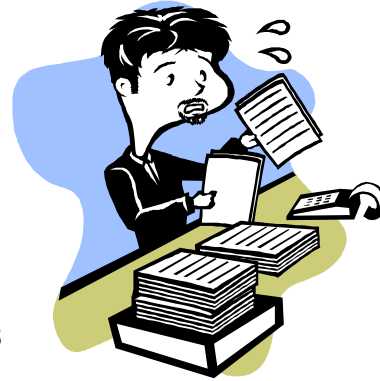


# JOB BURNOUT



Do you respond to work-related stress by feeling powerless, drained and hopeless? While this syndrome often evolves slowly, most people don't recognize it until they're ready to give up. Basically, job burnout occurs when you can no longer handle the pressures of related to your work and often, the ability to handle even the most common work-related tasks induces fatigue and stress. Burnout can result in physical, mental and emotional consequences.

Why do some people suffer from job burnout and others don't in the same situation? We all respond differently to excessive demands. Sometimes these demands are internal, such as expecting of yourself more than you can produce. At other times, our family, co-workers and even society place more demand on us than we can carry. How we deal with stress will determine how quickly we reach job burnout. For example, one person may tune out the boss who raises his voice or uses emotional manipulation, while another person may become physically ill from being treated with disrespect. Our personal defensive mechanisms play an important part in how we handle job-related stress.



Burnout is more common today due to changes in our society. Corporations no longer offer the loyalty appeal because they are in constant restructuring, being bought and sold, changing management, etc. These changes often seriously affect employees' lives and leaves them feeling powerless and frustrated. If you are under this type of stress, ask yourself what the cause may be. Consider the following:

- ⇒ **changes in your company's structure or corporate management.**
- ⇒ **revision of your company's mission statement or primary goals.**
- ⇒ **changes in the work that you have been assigned, such as having your position expanded to include work that you wouldn't normally do, or having your position reduced, eliminating vital aspects of your original job.**
- ⇒ **having no voice in the work that you do and how it is best completed.**
- ⇒ **receiving assignments that are below your ability level.**
- ⇒ **being asked to do things that are far beyond your qualifications.**
- ⇒ **being asked to do much more than you can physically and emotionally handle.**

Another area of your life that may be contributing to job burnout involves personal traits. Perfectionism, procrastination, and compulsiveness will all have a serious impact on your life, including how well you handle job stress. It's important to evaluate your own responses to difficult situations and be sure to note how you can personally prevent negative consequences from occurring that lead to job-related stress.

Wondering if you have job burnout? Answer the following questions, noting that any "yes" answer is symptomatic of job burnout.

1. Do you dread going to work each day?
2. Do you often find yourself tired and depleted on the job?
3. Do you find your job boring or uninteresting, when you previously enjoy it?
4. On Sunday afternoon, are you saddened by the fact that you have to go to work on Monday?
5. Do you find yourself easily annoyed by your co-workers, boss, etc.?
6. Do you regularly have negative thoughts about the company and the people involved in the company?
7. Do you find that your relationships outside of work are suffering because of your dislike of your job?
8. Do you care less now about doing an excellent job, with a mediocre job sufficing?
9. Do you feel that others don't appreciate the work you do?
10. Do you feel that your workload is impossible, never feeling caught up or fulfilled at the end of the work day?

If you answered "yes" to any of the above questions, please contact **Your Employee Assistance Program** right away. We have qualified professionals who will help you get at the heart of your job burnout and show the path back to a less stressful and more fulfilling life.

**1-800-899-3926**

