

Spot the signs



of burnout

A mentally healthy workplace is essential for everyone.

Burnout doesn't happen overnight; it's gradual and can take hold before you're aware of it. Recognising the signs in yourself and others is key to fostering a healthier, more resilient workplace where mental wellbeing is a priority.

Burnout symptoms can be physical, emotional, and behavioural. Our acronym will help identify the signs. If you or a colleague experience or are at risk of burnout, contact your manager or HR for support.

Symptoms may relate to other health conditions – so consult a healthcare professional. Ignoring burnout can lead to chronic issues, so it's important to seek help and restore work-life balance

Experiencing burnout?

Follow these steps to prioritise your mental health:

P **PAUSE** – Take time out from the situation – stepping away from stressors will help create a much needed break and space to consider next steps

A **ASSESS** – your feelings and thoughts by reflecting – acknowledge assumptions and look at factors contributing to burnout from different perspectives

U **UNWIND** – Do something you feel restorative and relaxing – helping you to regain balance, mindfulness, and resilience.

S **SOLUTIONS** – Explore the options available to you within the situation – proactively change, challenge, or control aspects within your power

E **EVALUATE** – how effective your solutions have been – what has improved and what needs to change further to avoid burnout in future

If you or a colleague are facing burnout, reach out to your manager, HR, or a healthcare professional for guidance and support. Ignoring burnout can lead to chronic health issues, so it's vital to seek support and regain a healthy work-life balance.

#MENTAL HEALTH



- B** **BECOMING ISOLATED**
Appearing withdrawn or detached
- U** **UNEXPLAINED EXHAUSTION**
Persistent fatigue with no known cause
- R** **REDUCED PERFORMANCE**
Unable to meet demands
- N** **NEGLECTING SELF-CARE**
Ignoring own health and wellbeing
- O** **OVERWHELMED**
Feel overloaded and unable to cope
- U** **UNINTERESTED**
Feel defeated, cynical or persistent negative thoughts
- T** **TENSION AND STRESS**
Felt both physically and emotionally

Burnout develops gradually and can take hold before you notice. If you're experiencing signs of burnout, prioritise self-care. Taking steps to recharge and restore balance can greatly improve your wellbeing and performance.

Mental Health UK's PAUSE strategy offers practical self-care steps to help prevent and overcome burnout. It may also help to talk to someone you trust for support.

