

# Burnout: Symptoms, Causes and Remedies

Mark Bandstra

Heather Crawford

Tom Gallant

Ernst Sichteremann



Material largely adapted from [Dragonfly Mental Health Seminar on June 22, 2021](#)

# Employee Assistance Program (Available to all Berkeley Lab employees)

- **Phone:** (510) 643-7754
- **E-mail:** [employeeassistance@berkeley.edu](mailto:employeeassistance@berkeley.edu)
- **Lab Be Well at Work webpage:** <https://hr.lbl.gov/service/benefits/other-benefits/employee-assistance-program/>
- **Web Site:** <https://uhs.berkeley.edu/bewellatwork/employee-assistance>
  
- [Mental Health Resources on the All Access Website](#)
- [Virtual Teams: Wellness Resources](#)
- [COVID-19: Self-care at Home](#)
- [Be Well at Work](#)
- [Healthy and Well at LBNL](#)

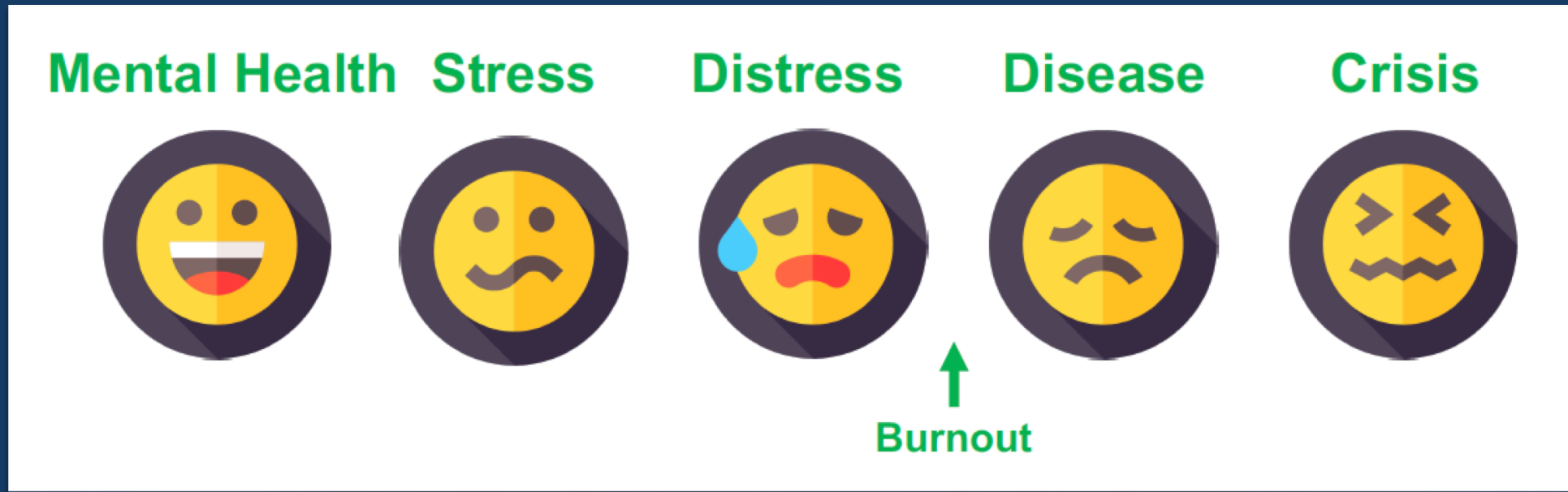
# Be Informed

- The appropriate contact for self-disclosure of a condition is [Integrated Disability & Absence Management Services \(IDAM\)](#)
- If you discuss feeling like harming yourself or others, as mandated reporters we are required to inform the proper authorities. We encourage you to contact [Be Well at Work](#) for professional support. If you need immediate help, go to the nearest hospital.

# If you are in crisis and need emergency help

- Call 911
- Go to local emergency room
- National Suicide Lifeline: 800-273-8255
- Crisis Text Line: 741741

# Mental Health Spectrum



# World Health Organization

Burnout is a recognized syndrome resulting from chronic workplace stress that has not been successfully managed.

1. Feelings of energy depletion or exhaustion
2. Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
3. Reduced professional efficacy

Do you feel  
worn out at the  
end of the  
working day?

Do you feel worn out at the end of the working day?

0 8 8

At least once a week



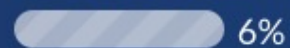
50%

Every day



41%

At least once a month



6%

At least a few times a year



3%

Never



0%

Do you feel  
callous or  
detached from  
people or  
activities at  
work?

Do you feel callous or detached from people or activities at work?

0 8 9

At least once a week



At least once a month



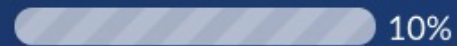
Never



At least a few times a year



Everyday





# Do you feel accomplished at work?

Do you feel accomplished at work?

0 9 4

At least once a month



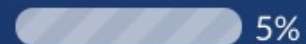
At least a few times a year



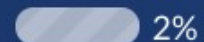
At least once a week



Never



Everyday



# Core Components & Symptoms

## **Self-reflection**

- Emotional and/or physical exhaustion
- Reduced emotional regulation
- Cognitive impairment
- Reduced memory or attention
- Sleeping Problems

## **Interactions**

- Irritability
- Withdrawal, distancing
- Reduced performance
- Inflexibility
- Cynicism

# Causes

- Chronic stress relating to work or other activities
- Lack of control
- Difficult or toxic work environments/relationships
- Work-life imbalance
- Disconnected from values
- Lack identity beyond work
- ***Burnout is situational - not static nor inevitable***

# Burnout Impacts



**63% more likely**  
to take a sick  
day



**23% more likely**  
to visit ER



**½ as likely** to  
discuss with  
manager about  
performance



**2.6x as likely**  
to be seeking  
another job



**70% less likely**  
to experience  
burnout if given  
enough time

Copyright © 2020 Gallup, Inc

- Pandemic :
  - 50%+ said they were seriously considering changing their career or retiring early
  - 69% stressed; 68% fatigued, 35% angry

# What Can Help?

- Social support, not just self-care
- Take breaks or vacation
- Regular oscillation between rest & effort
- Negotiate working hours, accommodations or communication
- Seeking support and building better relationships at work
- Mindfulness, sleep and exercise

# Take-aways

- Burnout is **not** a failure – it is a consequence of our society and systems
- Small steps can have big impacts in feelings/symptoms of burn-out
- **Talk** with your supervisor, supervisees and co-workers

# Contact NSD IDEA Council

Email us with your comments, suggestions for IDEA topics, etc.  
at [NSD-IDEA-Council@lbl.gov](mailto:NSD-IDEA-Council@lbl.gov)