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# 6 steps to avoid burnout at work



We all have stress in our lives. Some can cope better than others, but more and more people are dealing with chronic stress that never seems to go away. With jobs that bring growing responsibilities and worry, burnout is a real possibility that can affect your personal and professional life.

## Signs of burnout & common causes

The signs of burnout can include being tired in general and because of work, the inability to care about your work, becoming increasingly cynical towards how you do your job, and the feeling you can never do a good enough job at work.

A number of factors can cause job burnout:

- No control over decisions made that affect your job
- Unclear or unrealistic job expectations or responsibilities
- A toxic work dynamic between you and your boss or co-workers
- Poor job fit
- Always feeling bored or overwhelmed at work

If you feel you're becoming burned out, there are ways to combat it before it becomes too serious.

## How to get back on track

## **1. Start looking for a new job**

While this is the most obvious option available, job searches and interviews can bring about optimism and something to strive for, particularly if you've been feeling unsatisfied in your current position and promotion isn't an option.

## **2. Find a physical and/or creative outlet**

If you write, try to find writing opportunities or start a blog. If your workplace has a gym, use it. Do something you enjoy, whatever that may be, that gives you an outlet to be yourself and improve your mood.

## **3. Turn off your phone**

Unless you are on-call, get into a habit of turning off your work cell phone once you leave the office and do not turn it back on until the next morning. Don't answer work emails at 10pm right before bed. Don't let your work invade your personal time.

## **4. Unwind to stay productive**

There are many ways to relax and unplug at the end of a long day. Try to do something mindless that gets your mind off of work, such as playing a game or watching your favourite show, and keep a steady sleep schedule. Taking breaks during work can also make you more productive.

## **5. Use your company's Employee Assistance Program (EAP)**

There are only so many people you can talk to at work or home. With EAP, one of the services you can take advantage of is speaking with someone independent of your situation but who is trained to help. It is completely confidential and worth checking out if you suspect you are becoming burned out.

## **6. See your doctor**

Your doctor can determine if you are suffering from depression, and can help you better understand your

situation. However uncomfortable this may be, it is extremely important you speak with them if nothing else helps you. If the situation warrants it, a doctor may be able to prescribe medication or some time off from work to allow you step back and recuperate.

Your mental health is extremely important and something you should take seriously. Don't let stress and work pile up before it's too late and you become burned out. This is not something to be embarrassed about or that you feel you should hide from anyone. Be proactive about your mental health and you will be better off in the long run, with a better attitude and outlook on your personal and professional life.

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