

**WORK ETHIC**

**EXPERT**

**BURNOUT STRATEGY**



## SKILL ADDRESSED:

Work Ethic

## LEVEL OF CHALLENGE:

Expert

## TITLE OF ACTIVITY:

Burnout Strategy



## INTRODUCTION TO THE SKILL

It can be helpful to imagine a burnt-out employee as someone whose “work battery” has run dry (of course, we can also experience burnout in many avenues in life, such as in education or relationships). What do we do with a battery that has run out of juice? We charge it. In this same way, the best treatments for burnout involve behaviours that “fill us up”. This can range from simple things, like good sleep hygiene, going for walks and enjoying nature, to more challenging tasks such as shifting your perspective and trying to reduce your exposure to stressors. In this sense, treatments for burnout are sometimes described as restorative.

## THE CHALLENGE

In this challenge, you are asked to take a look at the [Burnout Toolkit](#). This comprehensive resource provides some useful research on burnout and some of the available strategies in combating it. After taking some time to consult the document for inspiration and answering some of the questions contained in it (“How has taking some time for yourself benefitted you or your team in the past?”, etc), you will be tasked with drafting your own personal Burnout Strategy. Try to reflect on some techniques that you’ve used personally in the past; maybe you’ve already been working to reduce your own burnout without realising it!

## STRUCTURE

Here are some tips to consider when drafting your Burnout Strategy:

- Burnout is a consequence of improperly managed stress. One key strategy to avoid burnout is prevention. Therefore, your prevention strategy should involve some ways to reduce stress.
- Try to focus as much as possible on elements that you can personally change. Large-scale, institutional reforms are important, but a burnt-out worker is typically unlikely to have the energy for these kinds of “stretch goals”.
- Avoid naming, shaming, or blaming. When handling burnout, we need to take the time to focus on ourselves, building back up our energy and resilience in a positive and constructive way. It can be easy to fall into the trap of negativity, but this will likely only contribute more to your feelings of burnout.



## DEMONSTRATION AND EVALUATION

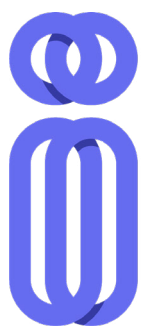
After completing this challenge, you should now have a comprehensive Burnout Strategy that you can use to avoid burnout in your own life. Following this experience, maybe you could even suggest that your company considers adopting a similar policy for its employees' wellbeing.

### SELF-REFLECTION:

- After completing this challenge, how do you feel about burnout?
- Do you believe that a Burnout Strategy could be effective when trying to improve wellbeing in the workplace? Why / Why not?
- How easy do you think it is to implement a strategy like this in our modern lives?

Congratulations! You have now completed the challenge. To learn more about this topic, we encourage you to complete the final assessment quiz.





# INTERFACE



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