Three Ways to Recover from Burnout

Burnout is a common problem facing many professionals across the US. People are stressed from the increased demands at work, the pandemic, and the ongoing social crises. While burnout is common, it does need to be taken seriously. When your workers burnout, they are less motivated and productive - hurting their wellness and your bottom line. If you or your workers are suffering from burnout, follow these four ways to recover.

1. Determine the Source

If you or your employees are suffering from burnout, you'll need to determine the source of the stress contributing to the problem. You can't solve a problem if you're unsure of where it's stemming from! To find the source, you and your team should answer the following questions:

· How many extra hours are we working to get the job done?
· Do we have enough resources to do our work effectively?
· Are we using the right resources to do our work efficiently?
· What can be delegated, and who has bandwidth?
· Are we taking time for wellness?
· Are people taking PTO or working 24/7?
· What is our company culture like beyond 5 pm?

When you get insight into where the stressors lay after answering these questions, you'll be able to start determining the source or sources where the burnout is stemming from.

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2. Take Back Control of What You Can

"Control what you can" should be more than just a nice saying people talk about. When you or your team is suffering from burnout, it's time to actually take control of what you can. Someone suffering from burnout can often feel powerless - time and deadlines can feel like they're rushing in, and there's nothing that can be done to stop it. This is why it's important to do what you can to take back control. Some simple steps for regaining control over your projects include:

- Prioritize - When you're overwhelmed by your projects, they can all seem like a number one priority. Yes, some things will just have to get done, but the truth is, others can wait. Sit down and really prioritize your workload and start accomplishing the most critical projects first. The rest will have to wait.

- Delegate - No one can do it all on their own; you have a team for a reason. Find out who has bandwidth you can delegate some tasks to.

- Leave Work at the door - Perhaps most important, leave your work at work if you're suffering from burnout. There is intense pressure to be "always-on" and this has accelerated the rate at which people are suffering from burnout. Recovering from burnout starts by taking time away from work to reset, recharge, and refocus.

- Be firm in taking care of your own needs - Talk to people you trust and take care of yourself. Communicate how you've been feeling and that you need more support. Set boundaries and stick to them.

3. Identify Immediate Changes

It might be time to clear some space on your plate or lighten the load you or your employees are carrying. Think about reorganizing your processes for how you can distribute responsibilities or bring in new resources.

If you or your workers are spending more hours on a project than there are in a week, it's time to take a hard look at the projects going on and really prioritize them based on importance. Evaluate your current projects and commitments and consider postponing or scaling back some that have been lowered on the priority list. When you, or your team, does this, the relief this brings will be immediate!

Burnout is no joke. It's dangerous to mental health, wellness, and your bottom line. Support your workers (or yourself) who are suffering burnout by following these tips for recovery. When you notice burnout, first, determine the source, take back control of the things you have control over, and identify immediate changes you can make to mitigate the stressors triggering the burnout. Following these tips will help your or your employees recover from burnout.