



As we usher in the new year, we reflect on the importance of our collective well-being at the workplace. Burnout is becoming increasingly common and can have consequences on our physical and mental health and productivity. By setting boundaries and seeking support when needed, we can create a healthier work balance for ourselves and maintain good mental health.

Mental health comprises our psychological, social, and emotional well-being. Additionally, it affects how we feel, think, and act. The choices we make, how we handle stress, and how we relate to others are responsive to our mental health.



### Burnout

Burnout is characterized by a state of complete physical, emotional, and mental exhaustion. We all may have experienced burnout at some point in our lives, but one form that stands out the most is workplace burnout. Workplace burnout is specific to work-related chronic stress, and it begins to impact more people than we can imagine.

There are many causes that can lead to burnout on the job and it differs for everyone. There are common factors that contribute to workplace burnout. Some of these factors include but are not limited to:

- A lack of work-life balance
- Being unsure about your expectations
- A lack of social support
- A poor work culture
- Increased demand

Workplace burnout can have a great impact on an individual's physical and mental health, but it can also have personal as well as professional consequences.

### Symptoms of Workplace Burnout

Workplace burnout can have a great impact on an individual's physical and mental health. Signs of burnout can include:

- Feeling disconnected with your work
- Decrease in work performance and efficiency
- Feelings of exhaustion and overwhelm
- Being easily irritable or impatient with work

### Consider the Following Questions If You Are Experiencing Work-related Burnout

- Do you drag yourself to work and have trouble getting started?
- Is it hard to focus on tasks?
- Do you feel removed from your work and the people you work with?
- Do you doubt your skills and abilities?
- Do you lack the energy to do your job well?

[Click here if you answered yes to each question above](#)

**To prevent burnout**, it's important to prioritize work-life balance and establish clear boundaries between work and personal time. This can be achieved by setting realistic goals, delegating tasks when possible, and communicating with managers and colleagues about workload concerns. Taking time off to recharge your batteries or trying new strategies for time management can also be effective steps to preventing burnout.

### No-cost Mental Health Resources

[NAMI CHARLOTTE](#)

[Mental Health of the Central Carolinas](#)

[Mental Health Hotline](#)

[Hope4NC](#)

[View all newsletters](#)

If additional support and resources are needed, contact EAP at 1-800-633-3353  
With questions, contact [brittanyp@ac4ed.org](mailto:brittanyp@ac4ed.org)



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