****Burnout can begin slowly. Symptoms may not be recognized right away. Symptoms of irritation, difficulties sleeping, easily overwhelmed, lack of purpose, and struggle staying focused. You tell yourself you will feel better after your vacation or after taking a long nap. You don’t. You tell yourself you can do this and to put one foot in front of the other. You can’t.

* **Recognize.** What out for signs.
* **Reverse.** Undo the damage by seeking support and managing stress.
* **Resilience.** Take care of your physical and emotional health.
* Make sure you have the resources and skills to meet expectations at work
* Be involved in ongoing mental health training
* Find some value in your day-to-day work
* **Rest.** Take some time off and recharge.
* Revaluate your priorities. Rediscover what really makes your happy.
* Nourish your creative side. Try something new.
* Make exercise a priority
* Support your mood and energy levels with a healthy diet.

If work stress or burnout is impacting your mental health, talk to your supervisor or connect with a doctor, family and or friend for support.

**Tips for Managing Stress and Preventing Burnout**

Stress and burnout are related, however there is a difference in how each presents itself. Stress is how we react when we feel under pressure or threatened. Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. Prolonged stress can have an effect not only on our mental well-being but also physical well-being. This may result in physical health problems such as cardiovascular and musculoskeletal disorders.

**Signs and Symptoms**

* Feeling tired and drained most of the time
* Frequent headaches or muscle pain
* Change in appetite or sleep habits
* Lowered immunity
* Sense of failure and self doubt
* Feeling helpless or defeated
* Isolating from others
* Procrastinating, taking longer to complete tasks
* Using food, drugs or alcohol or cope

At the workplace, its important to watch out for conditions that may lead to high work stress and burnout. This may include a heavy workload, lack of role clarity, ineffective communication, lack of involvement in decision making, lack of support from management, and psychological harassment/violence.

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| **MEETING DESCRIPTION** | | | |
| **Meeting Date:** |  | **Time:** |  |
| **Location:** |  | **Supervisor:** |  |
| **Number in Crew:** |  | **Number Attended:** |  |
| **Attended By:** |  |  | **Absent** |
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| **REVIEW ITEMS FROM PREVIOUS MEETING** | **INCIDENTS/INJURIES REVIEWED** |
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| **TOPICS DISCUSSED** |
| 1. **Psychological Health & Safety: Stress and Burnout** |
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| **WORKERS CONCERNS** |
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| **CORRECTIVE ACTIONS TO BE TAKEN** |
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| **MEETING CONDUCTED BY** | | | |
| **Supervisor:** |  | **Manager:** |  |
| **Date:** |  | **Date:** |  |