

Can You Name the The 3 Kinds of Burnout?

OVERLOAD

- Repeatedly over-working to exhaustion.
- Caused by excessive demands from work, or from too many areas of life at once.
- Leads to physical health issues over time.



UNDER-CHALLENGE

- Marked by boredom, and lack of motivation.
- May feel a sense of disconnection with coworkers, management, and the work itself.
- Leads to disengagement, aversion, cynicism.



NEGLECT

- Lack of clarity and support that leaves you feeling helpless, frustrated, and unsure.
- Your performance suffers as result, which may make you seem and feel incompetent.



The 5 Phases of Overload Burnout



1 Honeymoon Phase

- Full of optimistic energy.
- Feeling ready to take on almost any task that is thrown your way.



2 Onset of Stress Phase

- Losing focus more often, becoming less productive.
- Physical fatigue.
- Finding it harder to sleep or to enjoy non-work activities.



3 Chronic Stress Phase

- Feeling of stress is constant.
- Apathy, lateness, procrastination.
- Withdrawing from non-work social life.



4 Burnout Phase

- Hitting the limit, not functioning effectively.
- Alternating between obsessing over work issues, and feeling doubtful and numb.



5 Habitual Burnout Phase

- Burnout so engrained that it starts to feel "normal".
- Serious toll on mental and physical health.
- Self-care and work is deeply compromised.