



Can You Spot The 5 Phases of Overload Burnout?


1 Honeymoon Phase

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

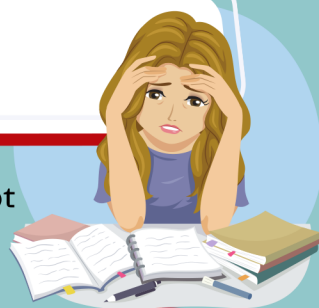
2 Onset of Stress Phase

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


3 Chronic Stress Phase

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

4 Burnout Phase

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

5 Habitual Burnout Phase

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

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.

