

Are We Burning Out Too Quickly?

HANDOUT

Millennial Burnout Stats:

Millennials are burning out at ages ____ - ____ versus what used to be the mid-30s.

NOTE: 84 percent of millennials say they have experienced burnout at their current job, compared to 77 percent of all respondents. Nearly half of millennials say they have left a job specifically because they felt burned out, compared to 42 percent of all respondents.

Why is Burnout Happening Earlier?

Connectivity: Millennials have been connected all or most of their lives. They have lived ON social media during their formative years.

What is Burnout?

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands.

Every day is a _____ day

You're exhausted all the time

Caring about work or home is a waste of _____

Your daily tasks are dull or overwhelming

You feel nothing you do is _____

Behavioral Signs

Withdraw from _____

Coming in Late/Skipping Work

Using _____, Drugs, or Alcohol



Stress	Burnout
Characterized by over-engagement.	Characterized by disengagement.
Emotions are overreactive.	Emotions are blunted.
Produces urgency and hyperactivity.	Produces helplessness and hopelessness.
Loss of energy.	Loss of motivation, ideals, and hope.
Leads to anxiety disorders.	Leads to detachment and depression.
Primary damage is physical.	Primary damage is emotional.
May kill you prematurely.	May make life seem not worth living.

Causes of Burnout

Work-related causes of burnout

- Feeling like you have little or no control over your work.
- Lack of recognition or reward for good work.
- Unclear or overly demanding job expectations.
- Doing work that's monotonous or unchallenging.
- Working in a chaotic or high-pressure environment.

Lifestyle causes of burnout

- Working too much, without enough time for socializing or relaxing.
- Lack of close, supportive relationships.
- Taking on too many responsibilities, without enough help from others.
- Not getting enough sleep.

Personality traits can contribute to burnout

- Perfectionistic tendencies; nothing is ever good enough.
- Pessimistic view of yourself and the world.
- The need to be in control; reluctance to delegate to others.
- High-achieving, Type A personality.

What are the Biggest Drivers of Employee Burnout?

1. _____
2. _____
3. _____

The 3 Types of Work Burnout

NOTES: _____

Burnout Prevention

- Set _____
- Set _____ Time
- _____ Something New
- Find _____ in your Work
- _____ Group
- Mentor/Trusted _____

Resources:

- [Free Guided Meditations with Alisha Leytem](#)
- [Deloitte. Workplace Burnout Survey](#)
- [HelpGuide.Org Burnout Prevention and Treatment](#)
- [HelpGuide Emotional Intelligence Toolkit](#)

A Mentor's words of wisdom:

I will share with you five kernels of wisdom that have taken me 8 decades to learn.

The first: Happiness and success are byproducts of the service we render thru contributing money and/or time to worthwhile causes. You will likely begin with small amounts of both money and available volunteer time as you start your career, but these will increase over time. In a speech, Albert Schweitzer said, "I don't know what your destinies will be; but this I know: Those of you who will be truly happy are those who will have sought and found how to serve." Indeed, service is the only rent we pay for the space we occupy on this planet. Winston Churchill said, "We make a living by what we get, we make a life by what we give."

The second kernel of wisdom is a critical consideration as you begin your career: The importance of doing work you enjoy. You will not only do the work better but enjoy life more along the way. You will generate enthusiasm for the work in particular and life in general. Will Rogers said, "To be successful in life and in work, you need to know what you're doing, love what you're doing and believe what you're doing." The great architect, Frank Lloyd Wright, is an illustration of someone who loved his work; he was 89 when he built the Guggenheim Museum in New York City. At its grand opening, a reporter asked him what was his greatest building during the last half century, fully expecting he would say the Guggenheim; instead, Wright said "The next one!" When they asked Mark Twain the secret of his success, he said, "I was born excited!"

The third kernel is something to remember when you encounter setbacks and disappointments: It's not what happens to you that determines your destiny, happiness or success as much as it is how you deal with what happens to you. Dale Carnegie said, "When life gives you a lemon, make lemonade." Ben Franklin said, "The things that hurt instruct." We all know numerous examples of people who overcame overwhelming obstacles and setbacks, such as Hellen Keller. Henry Ford failed and went broke five times before he founded the Ford Motor Company.

The fourth kernel is something to remember in your pursuit of success: the anticipation of success will help ensure its achievement. You must first believe before you can achieve. Henry Ford said, "Whether you think you can do a thing or not, you're right." If you set your goals on what you want and focus your energies and attention on them, you won't end up like the guy whose epitaph read, "He asked little of life and life paid his price." You are what you are because of yourself. We often hear someone say that they are a self-made success; few ever admit to being a self-made failure.

The fifth kernel of wisdom is something to remember when you encounter the inevitable problems along the way: It's based upon the book, Don't sweat the small stuff...and it's all small stuff, by Richard Carlson. Mark Twain said, "I am an old man and I have had many problems in my life, most of which never happened!" He was not alone. Studies show that 80% of those things we worry about never actually happen. If there is a real threat, either do something about it or, if you can't, don't worry about it. Otherwise, you pay the toll twice – once when you worry about it and then when it actually occurs, if it does. One way to put a problem into perspective is to ask: Will this matter a year from now?