

Coping with Stress and Burnout

We experience stress both mentally and physically. While some stress can help us to feel engaged in our work, stress that is too intense or over too long a period of time can lead to burnout. The symptoms of burnout and depression have some overlap, but burnout is focused specifically on our professional lives while depression impacts many or all areas of life.

Burnout has three main components: (1) physical and emotional exhaustion, (2) cynicism and detachment from work, (3) feelings of ineffectiveness and lack of accomplishment.

Recognizing burnout and its causes:

It's important to know what causes burnout and to recognize the signs and symptoms of impending burnout as early as possible. Ask yourself the following questions to do a quick self-assessment:

- Have you become cynical or critical at work?
- Do you drag yourself to work and have trouble getting started?
- Have you been irritable or impatient with co-workers, customers, or clients?
- Do you lack satisfaction from your achievements?
- Are you having unexplained headaches, stomach aches or other physical complaints?

WORK-RELATED CAUSES

- Unreasonable time pressure
- Lack of communication and support from a manager
- Lack of role clarity
- Unmanageable workload
- Unfair or dysfunctional workplace dynamics
- Inability to influence decisions that affect your job
- Monotonous or chaotic work duties
- Lack of social support
- Work-life imbalance

OTHER FACTORS

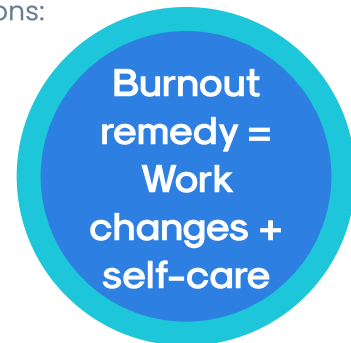
- Limited activities outside of work
- Lack of close, supportive relationships
- Taking on too many responsibilities, without enough help from others
- Not getting enough sleep
- Trying to be everything to everyone
- Limited coping skills



What to do if burnout is present:

Burnout happens because of a mismatch between work demands and the personal resources you have available to manage those demands. If you are showing signs of burnout, it can be important to understand where it is coming from by asking yourself these questions:

- Is there something about the way you are engaging with work?
- Is it a specific situation at the workplace?
- Is it a specific person in the workplace?
- Is it your workplace in general?
- Is it your profession in general?



Addressing and preventing burnout:



Don't try to be super-human.

Do the best you can and try to let go of perfectionism.



Be kind to yourself.

Move your body, listen to your favorite music, and make time for sleep. Let go of anything non-essential.



Practice relaxation.

Mindfulness, meditation, and deep breathing. Try out Modern Health's [Deep Breathing](#) meditation.



Focus on what you value in your work.

Think about the way your work brings you or others meaning.



Aim for balance.

See if there are places you can step back from work and focus on other activities that matter to you.



Take time off.

Take the time you need to rest and recharge. Use your PTO.



Make time for breaks.

Taking breaks when you need them will help with focus, mental clarity, and productivity, as well as general well-being.



Set boundaries.

Say no to unnecessary meetings, extra tasks that are not essential. Set time blocks to check and respond to emails or messages.



Create connections.

Reach out to coworkers for support and camaraderie. Check out [Modern Health's Circles](#), community sessions on Coping with Stress and Burnout.



Modern Health is your mental wellness benefit.

Access to personalized 1:1, group, and self-serve resources for your wellbeing, so that you can be the best version of yourself — at home, at work, and in your relationships.

Scan this QR to get started. Or visit [Modern Health](#).



How Modern Health can help:

We encourage you to take time for yourself throughout the day and use these free resources that come with your access to Modern Health that may help.



[Get One-on-One Support](#)

Modern Health can connect you with a certified coach or a licensed therapist to help you address your needs. You can expect them to collaborate with you to develop a plan to address your stress and tools to prevent burnout in the future.



[Guided Digital Programs](#)

If you prefer self-paced resources, check out our various digital programs, including kits on:

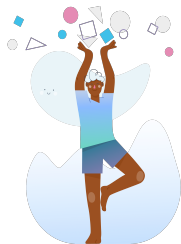
- Burnout Kit Digital Program (1-8 minute listening series)
- Stress & Anxiety Digital Program (1-6 minute listening series)



[Guided Meditations](#)

We also have short, guided meditations to give you a moment to find calm in your mind on topics such as:

- Stress & Anxiety Meditations (2-10 minutes)
- Work Performance Meditations (5-6 minutes)
- [The Reset: Burnout](#)



[Join a Circle](#)

Join a two-part Circle series with a Modern Health provider to learn how to acknowledge stress, identify burnout, and learn strategies for preventing and addressing burnout. The first Circle in the Series is Stress & Burnout: A Beginners Guide & the second is Stress & Burnout: A Deep Dive



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