



Protective Factors to prevent Burnout

As individuals, we have the capacity and the responsibility to protect ourselves and our team from developing burnout. By having an awareness of the following protective factors, we can then take steps to ensure our words, behaviours, perspectives and expectations are those that reduce the likelihood that burnout will occur.

Organisational

The culture and environment that exists at an organisational level can have a significant impact on reducing the risk of burnout by ensuring:

- Appropriate staffing levels
- Good leadership
- Good resourcing
- Fairness and respect
- Clarity regarding role requirements, organisational aims and values
- Job security
- Flexibility and diversity
- Reasonable Workload
- Realistic timeframes for work delivery/completion
- A proactive wellbeing culture

Interactional - co-workers, managers and direct reports

Those who work in close proximity can build kindness, positivity and strong connections in the workplace. This can be achieved by:

- Appreciation and acknowledgement
- Demonstrate compassion and empathy
- Be a source of optimism
- Providing support when asked
- Realistic expectations of each other's capabilities
- Respectful communication

Personal

Prioritise self-care - give yourself time to replenish your physical and mental energy to cope with the demands of your position.

This can be accomplished by:

- Stress management skills
- Resilience building strategies
- Degree of control over workload and work hours
- Permission giving to self / boundary setting
- Being able to find intrinsic value in what you are doing
- Managing energy levels by engaging in activities that help you recharge
- Prioritising good sleep habits, nutrition, physical activity, social connections and mindfulness.
- Continuing professional development to ensure skills match job requirements
- Having a coach/mentor or trusted colleague/friend with whom you can discuss work related problems
- Building positive relationships at work.



Burnout symptoms:

- Feelings of energy depletion or exhaustion
- Increased mental distance from your job, or feelings of negativity or cynicism
- Reduced professional efficacy

If you experience these symptoms:

- Stop and analyse underlying causes
- Identify what you can change and act on that
- Speak to your manager
- Seek help if severe