

BURNOUT

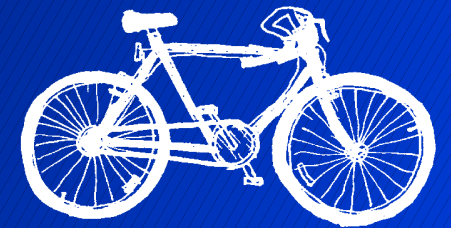
DETECTING IT ★ AVOIDING IT ★ PREVENTING IT

jonobacon

oneexample



BURNOUT



Herbert Freudenberger & Gail North



PROVEYOURSELF

demonstrating worth obsessively



WORKHARDER

working longer and harder
inability to switch off



IGNORE NEEDS

erratic sleeping pattern
eating disrupted
lack of social interaction



PANIC & CONFLICT

problems are dismissed
feel threatened
panicky and jittery



CHANGEVALUES

values are skewed
friends and family dismissed
hobbies seen as irrelevant
work is the only focus



DENYPROBLEMS

cynical and intolerant
aggressive interaction
colleagues blamed
lack of time blamed
workload blamed



WITHDRAWAL

social life small or non-existent
need to feel relief from stress
resort to booze and/or drugs



ODDBEHAVIOUR

changes in behavior obvious
friends and family concerned



DEPERSONALIZE

feeling of worthlessness

lack of confidence

life feels mechanical and emotionless

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INNEREMPTINESS

feeling empty and lonely
more booze and/or drugs
possible overeating



EPIICDEPRESSION

feeling lost and not sure what to do
exhausted
the future feels bleak and dark

12 COLLAPSE

desperate for a way out
verge of mental & physical collapse
potentially suicidal

I GOT YOUR BACK

MAKING CHANGES

★ **managerlife**

provide support
validate contributions
restructure objectives

★ **teamlife**

provide help
build a spirit
encourage venting

★ **worklife**

involve your manager
enforce work hours
take breaks

★ **privatelife**

take time off
love your hobby
socialize



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