



HR Network

Tackling Burnout

Stephen Bevan, Head of HR Research Development

**Event will start at 2pm
This event will be recorded**

Tackling Burnout

- Defining 'Burnout' & it's distinctive character
- Causes of 'Burnout'?
- Consequences
- Potential solutions
- Resources

Emotional Exhaustion

- Emotionally depleted & fatigued by interpersonal demands & chronic stress at work

Depersonalisation

- Psychological withdrawal from relationships & growth of cynical & negative feelings towards others
- Loss of idealism & sense of vocation

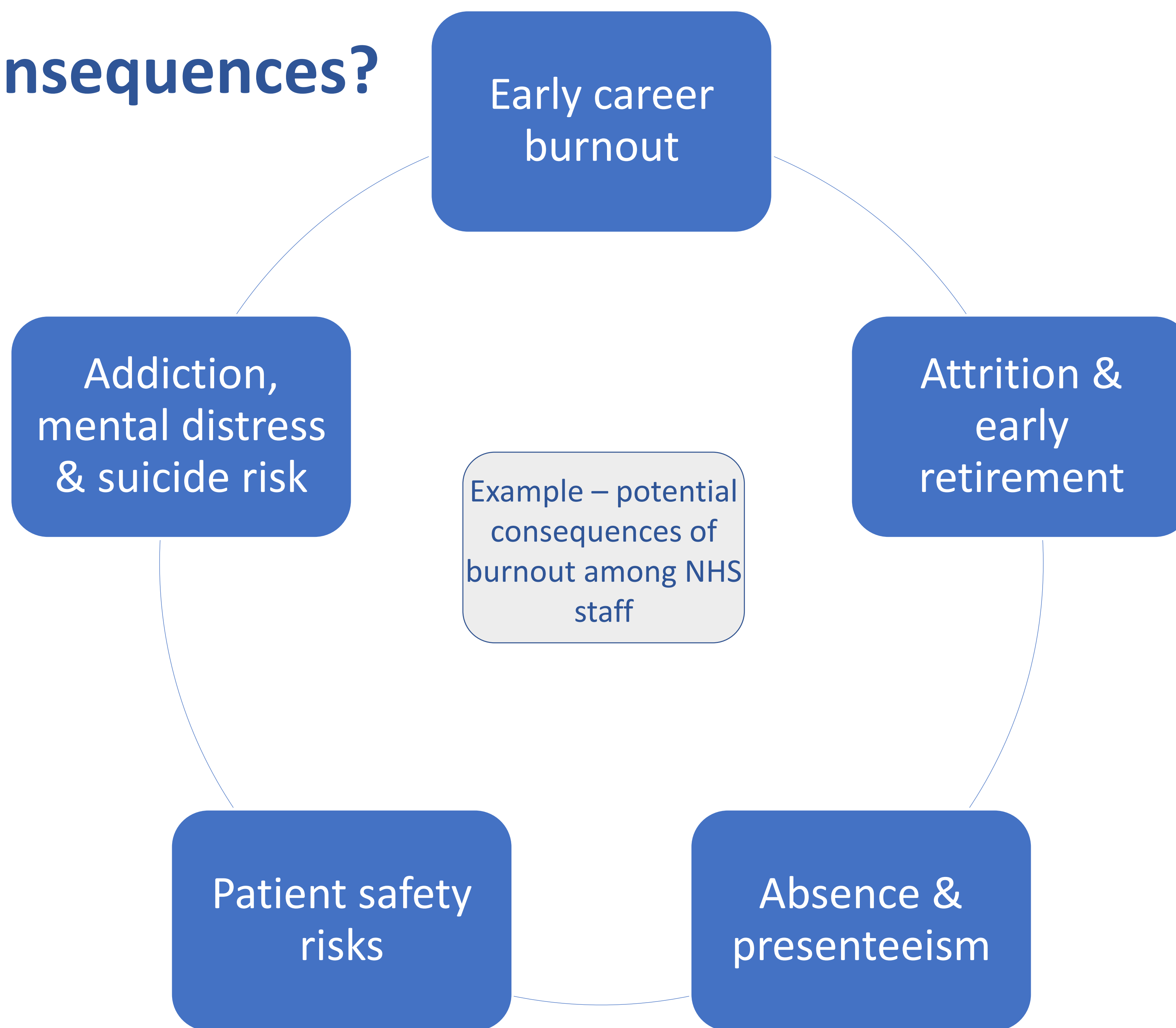
Reduced Personal Accomplishment

- Lack of effectiveness at work due to emotional exhaustion & depersonalisation
- Growing sense of inefficacy

Causes?



Consequences?





Being in a
job valued
by society

Flexible &
'portfolio'
working

Job design &
job crafting

Occupational
Health
Provision

Supported
self-care

Peer Support
Solutions

Potential
Solutions

Questions

- Which groups of employees in your organisation are most vulnerable to burnout? Why is this?
- How well-equipped are you (& your managers) to manage an increase in burnout in your organisation? What measures have you already put in place?
- What have you found works best in reducing the incidence & impact of burnout?

Resources

- Mental Health UK Study - <https://tinyurl.com/msusazje>
- Society of Occupational Medicine - <https://tinyurl.com/cs3xcmm2>
- BMJ - <https://tinyurl.com/34z8j3yc>

Further information:

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