

STAY HEALTHY. PREVENT EMOTIONAL BURNOUT.

Everyday stress has become the norm, but it still imperceptibly exhausts us.

You mostly try to avoid communication with relatives and friends. Your life-time passion to conquer the world is long gone and replaced by morning tiredness. The colour-filled joy has been replaced by nicotine, alcohol and caffeine.

Watch out - that's what emotional burnout looks like.

WHAT ARE THE MAIN SYMPTOMS OF EMOTIONAL BURNOUT?

Stage 1

This is an increased activity stage, when a person is striving to achieve their goal. It could be something regarding professional career goals or getting the client. At first sight it seems pretty harmless – but instead it is the time to be especially cautious.

What's happening at this stage is:

- excessive demands on oneself
- overexertion without proper periods of rest
- results not matching the effort put in
- there are a lot more negative experiences than positive ones, with little feedback



Stage 2

A person stops hearing oneself, paying attention, responding to the demands of their body. A time of physical and emotional distress, and weakness, which are completely ignored.



Stage 3

The period in which the body's protective mechanisms start working. A person tries to diminish the incoming informational flow, limits their social contact and interaction with people, rejecting the emotional side of life. Intuitively they feel the need for comfort and rest – using the wrong ways to achieve it.

Stage 4

«Aversion stage». The time when a person is joyless and dark inside. The whole world just disgusts and annoys. There may be a feeling like «I'm just a machine», an empty feeling, or depression.



WHAT CONTRIBUTES TO EMOTIONAL BURNOUT?

- Work where there are constant interactions with people, especially those with «professional benevolence» demands: sales, managers, physicians, teachers, etc.
- Conditions causing conflict at work, lack of work-life balance, constant deadlines, and work overload
- Doing the things that are not yours to do, work you truly don't like
- Doing work without internal agreement, without the feeling that you are valuing yourself and the things you do



HOW TO MANAGE EMOTIONAL BURNOUT?

Relieve the workload

THE FIRST THING TO DO WHEN WORKING WITH EMOTIONAL BURNOUT IS TO RELIEVE A LOAD OF DUTIES.



Try to redistribute the workload, delegate, and think about setting realistic goals considering your time and energy levels.

Try to completely distract yourself from work during the weekends. Put aside some 'you time', but also dedicate some to your family, friends or pets. Live your life to the full.

Vacations

It's definitely a good idea to enjoy a fully-fledged vacation. It's not a sign of weakness or a lack of productive stamina but actually a way to raise your productivity and retain a healthy mental state.

But don't even think about spending time at home doing the leftovers from work! Take a nature trip; a real and proper digital detox.

ORGANIZE YOUR VACATION DAYS IN A WAY THAT'LL HELP YOU REST IN THE MOST HECTIC WORK PERIODS.



Physical activity

Try to use every opportunity to be physically active: at least 30 minutes a day. It'll improve your brain and help you relieve stress.

Contact a professional

If you feel that the situation is completely out of control, that you are constantly tense, have sleep or appetite issues, ups and downs in blood pressure, or serious symptoms of depression, don't dwindle and search for specialized help. Consult a psychologist, psychiatrist or life coach.

Cooperative work with a professional is the only way to understand your real needs and purposes. It'll help to work out your expectations and determine your inner shortfalls that make you run faster than life.



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Marsh is one of the Marsh & McLennan Companies, together with Guy Carpenter, Mercer and Oliver Wyman.

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