



It's time to turn always-on, off.

Being connected — being “on” 24/7 — is emotionally draining. It amplifies stress that can lead to burnout. Learn tactics to set barriers at work. Find ways to unplug at home to recharge your life and prevent burnout.

DID YOU KNOW?

Although the term “burnout” is often used casually, it's a real health concern resulting from chronic untreated workplace stress.

What causes burnout?¹

- Unsustainable workload
- Perceived lack of control over one's work situation
- Insufficient rewards for effort
- Lack of a supportive community
- Lack of fairness
- Mismatched values and skills

Turning the tide on burnout — together.

If you're feeling burned out, you're not alone. Four out of five employees feel emotionally drained from their work, an early sign of burnout.² Only by working together can we reduce workplace burnout. Scroll down for concrete steps we can take, or see [this article](#) for more tips.

Be open.

Tell your manager what's going on. Be specific about what's causing you to feel depleted. Also, focus on the kind of support that could be helpful to you, and see what they can do.

Connect with others.

Social interaction helps you feel connected, and can take your mind off of work, which is critical to countering burnout. So, reach out to friends, family and coworkers for a break or to blow off steam.

Set boundaries.

Make the day work for you. If you're in an office job with too many meetings, decline those that are not mandatory and catch up later. And everyone needs breaks. So, take time in your day for yourself. This is you time. Use it to calm your mind.

Unplug — completely.

Science shows that vacations can help reduce stress, improve productivity, enhance sleep and decrease burnout.³ Whether you vacation away from home or take a staycation, remember, this is about shutting work out, and switching always-on, off.

See if burnout is affecting you.

[Learn More](#)

Need help stomping out burnout?

[Find Resources](#)

¹ Jennifer Moss, "Beyond Burned Out," *Harvard Business Review*, Feb. 10, 2021.

² Taylor Adams, Madeline Reinert, Danielle Fritze and Theresa Nguyen, *Mind the Workplace 2021*, Mental Health America, 2021.

³ *Brain Matters Blog*, "The Importance of Taking Vacation Time to De-stress and Recharge," by Dr. Jeffrey Borenstein, posted July 27, 2019.

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