

Spotting & Preventing Burnout

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Top Tips from Barbara Mariposa

Remember the Signs of Burnout

1. Emotional exhaustion
2. Subjective sense of inadequacy
3. Work harder/longer (workaholic)
4. Blame yourself/perfectionism
5. Change in attitude (cynical, pessimistic, off hand, brusque, inflexible, disillusioned)

Workaholic Warning Signs

- Say "I'll just finish this then I'll stop" but **can't stop**.
- Work to reduce feelings of **guilt, anxiety, pressure**
- Can't forgive yourself for "**mistakes**" so get stuck in **perfectionism**. Justify, become blind to and **perpetuate damaging working practices**
- Become **agitated if prohibited** from working.
- Spend **less and less time on leisure activities** but don't mind **Deny** that work is negatively influencing your health and/or **ignore** this.

Work-related Risk Factors

Work overload / Unmanageable goals/deadlines
 Lack of autonomy / Top down use of power
 Poor or absent support / Management style
 Inter-personal / Communication

Where are you?

OK: PREVENT:

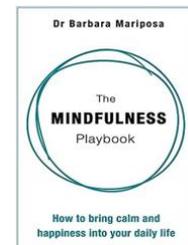
Reduce work-related risk factors
 Uphold the five pillars of wellbeing
 Manage stress day to day (USB, HFB)

NOT REALLY OK: PROTECT

All of the above +
 Take steps today. Don't wait until things get worse
 Talk to someone and get support
 Reduce pressures and work time

REALLY NOT OK: RECOVER

All of the above +
 STOP
 Take time off



THE MINDFULNESS PLAYBOOK

Lots of practical exercises and wellbeing psychology tips based on mindfulness in this book by Dr Barbara Mariposa



HEART FOCUSED BREATHING

Press pause, unplug, slow down and breathe with this short guided meditation practice delivered by Dr B.

Five Pillars of Your Wellbeing:

N Nutrition

'Eat the rainbow' + more fibre. Proper meals. Reduce sugar, caffeine, alcohol. Drink water.

E Exercise

2-3 x a week: aerobic, flexibility and strength. Once an hour: get up, stretch, move.

E Environment

Green spaces, natural light, nature. Designated workspace. Clear boundaries, especially if WFH

D Digital detox & taking breaks

1 minute once an hour to USB, 15 minute recovery after a challenge, weekends off, take holidays

S Sleep

A priority, not a luxury, with regular routines and rituals. 7-8 hours is a must.

USB

Unplug.

Slow Down.

Breathe.

One minute once an hour

Cultivate Calm – Heart Focussed Breathing

1. Focus your **attention** on the area of your chest where your heart is.
2. Imagine your **breath** flowing into and out of your heart.
3. Slow and deepen your breath to the count of **five in, five out**.
4. Do this for one to ten minutes every day or whenever you feel tense, frazzled, anxious or agitated.