

# BURN BRIGHT, NOT OUT

– HAMZA KHAN



Ever felt intensely stressed out at work to the point you dreaded going to work? The pending deadlines are the only thing on your mind and the thought of logging into work next morning makes you queasy. Chances are you might be experiencing burnout syndrome!

Burnout is a state of chronic physical and emotional exhaustion that arises from prolonged and excessive stress, particularly in occupational settings.

## Burnout Looks Like



**OVERWHELMING FATIGUE**



**REDUCED MOTIVATION**



**DECLINE IN PROFESSIONAL EFFICACY.**





## Some indicators of Burnout look like

"Burnout is a complex phenomenon that affects individuals both personally and professionally"

### Physical

- **Fatigue**
- **Insomnia**
- **Headaches**



### Cognitive

- **Decreased concentration levels**
- **Impaired decision making**



### Emotional

- **Irritability**
- **Cynicism**
- **Detachment**



# Stress and Burnout

Stress is often a response to external pressures, demands, or challenging circumstances. It can be triggered by specific events or situations, such as a heavy workload, deadlines, or personal conflicts.

Burnout, on the other hand, is typically associated with chronic, prolonged, and unresolved stress. It arises from ongoing exposure to excessive work-related stressors, often coupled with a sense of lack of control or reward.



Stress is characterized by a range of physical, emotional, and cognitive symptoms, such as increased heart rate, irritability, anxiety, and difficulty concentrating. These symptoms are typically reversible once the stressor is removed or managed effectively.

Burnout, however, involves more profound and persistent symptoms, including chronic fatigue, detachment, cynicism, decreased motivation, and a sense of diminished accomplishment. Burnout symptoms tend to persist even when the individual is away from the stressor.

**While stress can impair performance and well-being, burnout has a more pervasive and profound impact on multiple domains of life. It can significantly affect job satisfaction, career trajectory, interpersonal relationships, and overall quality of life.**

## Is Burnout similar to Depression?

- Depression is typically characterized by persistent symptoms lasting for at least two weeks or longer, and it can recur over the course of an individual's life.
- It is often treated with a combination of therapy, medication, and other interventions tailored to the individual's needs



- Burnout, is primarily associated with chronic occupational stress and exhaustion. It can develop gradually and persist for extended periods if not properly addressed.
- Burnout is typically addressed through strategies aimed at managing and reducing work-related stress, implementing self-care practices, setting boundaries, and making changes in the work environment.



While burnout can affect individuals across various professions and demographics, certain individuals working in specific professions may be more vulnerable to experiencing burnout due to various factors and circumstances that they would have to encounter frequently .



## Healthcare Professionals

Healthcare workers, including doctors, nurses, and caregivers, often face high levels of stress and demanding work environments. The emotional strain, long working hours, high patient loads, and exposure to traumatic events can contribute to an increased risk of burnout in this population.



## Emergency Responders and Social Workers

First responders, such as **paramedics, firefighters, and police officers**, frequently encounter high-pressure situations, trauma, and unpredictable work demands. The demanding nature of their work, combined with exposure to critical incidents, can make them more susceptible to burnout. Social workers also often work with vulnerable populations, including individuals facing poverty, trauma, or mental health issues. The emotionally intense and overwhelming nature of their work, coupled with limited resources and systemic challenges, can increase the risk of burnout.



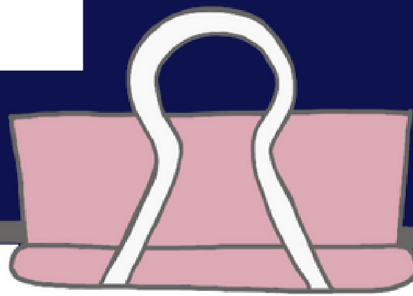
## Educators

Teachers and educators face challenges related to heavy workloads, classroom management, administrative responsibilities, and demanding student needs. The emotional demands of teaching, coupled with limited resources and increasing expectations, can contribute to burnout in the education field.

## Caregivers and Family Members

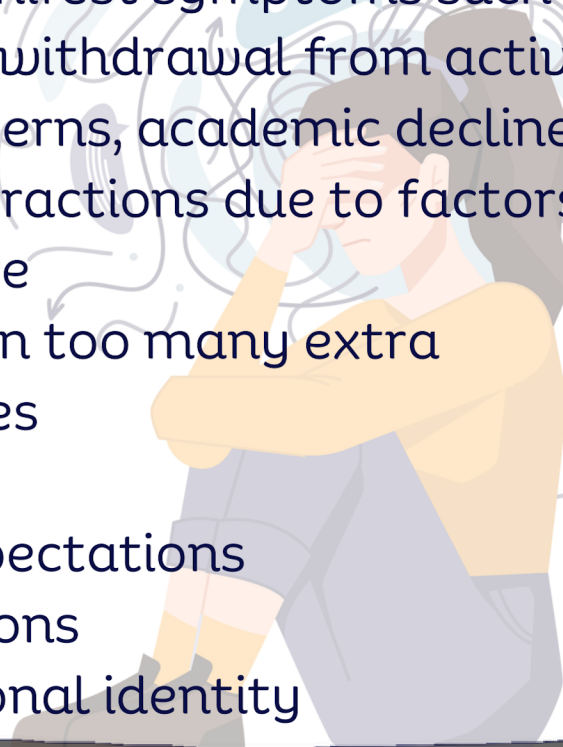
Individuals caring for chronically ill or disabled family members, including parents caring for children with special needs or adult children caring for elderly parents, may experience burnout due to the demands of caregiving, lack of support, and ongoing stress





It's important to acknowledge that adolescents' experiences of burnout may differ from those of adults. They may manifest symptoms such as increased irritability, withdrawal from activities, changes in sleep patterns, academic decline, or changes in social interactions due to factors like

- Academic pressure
- Getting involved in too many extra curricular activities
- Peer Pressure
- Added Family Expectations
- Major life transitions
- Figuring out personal identity



## Personality traits and burnout

Burnout can affect individuals across various personality types, certain traits or tendencies may increase the susceptibility to experiencing burnout. It's important to note that personality is complex and multi-dimensional, and the interplay of various factors contributes to the risk of burnout. Some personality traits that may be associated with a higher vulnerability to burnout can be

# Personality traits and burnout

10/10

## Perfectionism

Individuals with perfectionistic tendencies often set excessively high standards for themselves and have an intense fear of failure or making mistakes. They may strive for unattainable levels of achievement, which can lead to chronic stress and self-imposed pressure, making them more prone to burnout.

## High Achievement Orientation

Individuals with a strong drive for success, ambition, and goal attainment may be at a higher risk of burnout. Their relentless pursuit of goals and a constant need to prove themselves can lead to overworking, neglecting self-care, and experiencing exhaustion



## Type A Personality

Type A personality traits, such as competitiveness, time urgency, and high levels of self-imposed pressure, have been associated with an increased risk of burnout. Type A individuals often have a strong need for control and experience heightened stress levels, making them more susceptible to burnout.



## High Empathy and Compassion

Individuals with high levels of empathy and compassion, such as healthcare professionals or caregivers, may be more susceptible to burnout due to their emotional involvement in helping others. The emotional demands of their work, coupled with limited resources or exposure to others' suffering, can contribute to burnout.



# Personality traits and burnout



## Poor Boundaries

Individuals with difficulties setting boundaries, saying no, or prioritizing their own needs over others may be more susceptible to burnout. They may take on excessive responsibilities, experience difficulty delegating tasks, and have an increased risk of neglecting self-care.

## What to do when you are burnt out?



Have a Nap



Make a nourishing meal



Get some fresh air



Care for your plants



Write down your thoughts



Talk to a therapist



## What to do when you are burnt out?



Take breaks during work



Schedule your time to sit and rest



Know that it will take time to feel like yourself again



Listen to your favourite playlist

*you know?*  
*it's*  
**OKAY**  
*to say*  
**NO**

Establish boundaries at work and in your personal life

**Setting boundaries made easy!**  
(Reflect on these prompts the next time you journal)



Identify a relationship in your life where you struggle to set and maintain boundaries. Explore why it is challenging for you, what fears or beliefs may be contributing to this difficulty, and what steps you can take to establish healthy boundaries in that relationship.



Explore any patterns or recurring themes you notice in your boundary-setting struggles. Are there specific situations, people, or circumstances that consistently challenge your ability to assert boundaries?

# Experts' Dialogue

## Occupational Burnout: Understanding, Causes, and Mitigation Strategies



**Mr. Deepak Kashyap**  
Lotus Mindfulness  
Centre  
Director, Corporate  
Wellness and Diversity &  
Inclusion

"Occupational burnout is a pervasive and alarming phenomenon that affects millions of individuals across various professions. It refers to a state of physical, emotional, and mental exhaustion resulting from chronic work-related stress. As the demands of the modern workplace continue to escalate, the incidence of burnout has risen significantly, posing serious implications for individual well-being, organizational productivity, and societal health.

One of the primary contributors to burnout is the excessive workload that many employees face. The pressure to meet deadlines, handle heavy workloads, and maintain high productivity levels can quickly lead to feelings of overwhelm and depletion. Additionally, the lack of autonomy and control over one's work can erode a person's sense of purpose and agency, exacerbating burnout symptoms.

Another key factor is the erosion of work-life balance. Advances in technology have blurred the boundaries between work and personal life, making it challenging for individuals to disconnect and recharge. Constant connectivity and the expectation of being available round-the-clock can prevent employees from fully recovering from the demands of their jobs. Moreover, interpersonal conflicts and unsupportive work environments can also contribute to occupational burnout. A toxic workplace culture, where employees experience a lack of recognition, appreciation, and fair treatment, can significantly impact mental health and job satisfaction, further fueling burnout.

The consequences of occupational burnout extend beyond individual suffering. Organizations suffer as well, with decreased productivity, increased absenteeism, higher turnover rates, and reduced employee engagement. Burnout can also negatively impact the quality of services provided, harming customer satisfaction and brand reputation.

# Experts' Dialogue

Recognizing and addressing burnout is essential for the well-being of employees and the overall success of organizations. Employers can take several steps to prevent and manage burnout in the workplace:

- 1. Promote a supportive culture:** Encourage open communication, provide psychological support, and foster a culture of empathy and respect.
- 2. Set realistic expectations:** Ensure that employees' workloads are reasonable and provide opportunities for skill development and growth.
- 3. Encourage work-life balance:** Implement policies that allow for flexible working hours and time off to recharge.
- 4. Provide resources for stress management:** Offer wellness programs, mindfulness training, and access to mental health support.
- 5. Recognize and appreciate employees:** Acknowledge their efforts and achievements, fostering a sense of value and recognition.
- 6. Foster a sense of community:** Encourage social connections among employees, promoting a positive and supportive work environment.
- 7. Monitor workload and job design:** Continuously assess and adjust work processes to prevent excessive pressure on individuals.

In conclusion, occupational burnout is a complex and widespread issue that affects individuals and organizations alike. By understanding the contributing factors and implementing proactive strategies to prevent and manage burnout, employers can create healthier and more productive work environments, supporting the well-being and success of their workforce.

Additionally, individuals must prioritize self-care, set boundaries, and seek support when needed to protect themselves from the detrimental effects of burnout and lead fulfilling."

# Activity Corner

## MY SELF-CARE ROUTINE

Self-Care Activity Ideas			
Physical	Emotional	Mental	Growth
Exercise	Mind Dump	Journaling	Hobbies
Balanced Diet	Saying No	Meditation	New Skills
Pampering	Affirmations	Devotional	Habits
Grooming	Therapy	Podcast	Socialize
Stress Relief	Kindness	Reflection	Goal Setting

**Directions:** Fill the box below with ideas for your self-care routine. If you need inspiration, check the ideas above. If you're still having trouble coming up with activities, try completing the following sentences:

I feel confident and empowered when I...

I get irritated when I don't have time to...

I feel the most guilty when I procrastinate on...

I feel bad about myself when I put off doing...

My Self-Care Activity Ideas			
Physical	Emotional	Mental	Growth

**Next Step:** Use your ideas to create your own self-care routine. Go through each idea and ask if it is realistic to be done daily, weekly, or monthly and list it under the corresponding heading in the box below. For ideas that aren't feasible, cross them off your list.

My Self-Care Routine		
Daily	Weekly	Monthly

# HELP IS A CALL AWAY!

## WE ARE HERE FOR YOU!

If you or someone you know is experiencing any mental or emotional distress,  
kindly call on our toll-free mental health helpline number:

**SAMVAAD**  
**1800-102-4040**

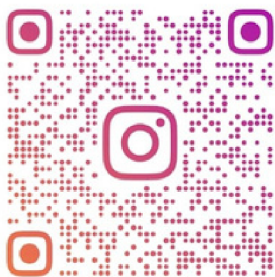
*This helpline is active from 8 am to 8 pm, seven days a week and is handled by  
counsellors with varied expertise.*

In case of any mental health-related concerns,  
please feel free to reach us on [mentalhealth@projectmumbai.org](mailto:mentalhealth@projectmumbai.org)

- ICALL HELPLINE (GENERAL COUNSELLING)- 02225521111 (MON-SAT, 8AM-10 PM)
- HUMSAFAR TRUST (LGBTQIA+)- 0226673800 (MON-FRI, 10 AM-8PM)
- ARPAN (CSA)- +91-9819086444 (MON-FRI, 9 AM-6PM)
- AASRA (SUICIDE PREVENTION)- +91-9820466726 (7 DAYS A WEEK, 24 HOURS)

Do you want to contribute to making Mumbai the Kindness capital?

Reach out to us on [info@projectmumbai.org](mailto:info@projectmumbai.org)



PROJECT\_MUMBAI

You can follow our  
socials by scanning  
these QR codes



Content curators

Neha Kathuria and Shreya Nanduri