

BURNOUT

In Consulting Engineering Industry



What is Career Burnout?

- Burnout is a state of emotional, physical, and mental exhaustion resulting from prolonged and excessive stress.
- It can make you feel emotionally drained, affecting work and life.
- It reduces productivity, motivation, and leads to feelings of hopelessness.

What does Career Burnout Look Like?

- Burnout can cause constant fatigue and tiredness.
- Can cause physical symptoms such as headaches and backaches.
- Burnout may lead to loss of appetite and disrupted sleep patterns.
- Individuals may become reclusive and withdraw from social interactions.
- Completing tasks becomes difficult, and they may take sick leave often.
- Confidence decreases, and feelings of failure and helplessness arise.
- Unclear work expectations can worsen the feeling of helplessness.

ENGINEERING CONSULTING ORGANIZATIONS

ADDRESSING BURNOUT IN YOUR ORGANIZATION

Causes of Engineering Burnout

- **Heavy Workloads:** Giving employees unreasonable amount of work and tight deadlines makes them work long hours, which negatively affects their well-being and takes time away from personal de-stressing.
- **Lack of Communication & Empathy:** Inadequate communication and lack of guidance can create feelings of loneliness, isolation & suffocation.
- **Non-Competitive Compensation:** An overworked and underpaid employee lacks motivation and energy to perform at their best.
- **Lack of Positive Reinforcement:** A lack of acknowledgment, recognition, and affirmation can lead to self-doubt and low motivation.

Addressing Engineering Burnout

- **Encouraging Work-Life Balance:** Foster a workplace environment that promotes a healthy work-life balance, and encourages employees to take time away from work. Avoid contacting employees outside work hours.
- **Creating a Collaborative Work Culture:** Create team dynamics such that workers do not feel isolated or unsupported with their tasks. Promote open communication between employees and upper management.
- **Offering Flexible Schedule & Fair Compensation:** Allow employees to have a say in their working hours. Ensure fair compensation and perks for performance.
- **Invest in Mental Health Care:** Provide access to mental health care resources, treatments, and benefits.
- **Building a Better Workplace Culture:** Address burnout with empathy, structure, and prevention measures for company growth. Promote team building activities which can boost morale and reduce stress.

36%

Nearly 4 in 10 workers are more burned out now than a year ago.

Top Causes:

- Heavy workloads
- Lack of management support
- Toxic organizational culture



Signs of Burnout in the Workplace

- Drop in performance
- Cynical outlook, defeated mind-set
- Inferiority complex/ Imposter Syndrome
- Short temper
- Tardiness or absenteeism
- Lack of focus
- Feeling of isolation, opting out of work activities





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HOW TO RECOVER FROM BURNOUT?

Understand that burnout is a real issue and addressing the effects of burnout is important. It is essential to understand how to recover from it.

Taking Time to Recover

- Recognizing burnout symptoms is just the first step; recovery takes time and patience.
- To recover, you need to assess your feelings, make changes to improve, and work towards a healthier work-life balance.
- Burnout can occur more than once, so it's essential to understand its causes to prevent recurrence. If left unaddressed, burnout can worsen over time.

Give Yourself Time

- The healing process varies for everyone. Taking time off work, such as using annual leave or mental health days, can help in the recovery process.
- Recovery from burnout isn't a one-size-fits-all solution; it may take days, weeks, or even months to fully recover.
- Be kind to yourself.

Finding the Source

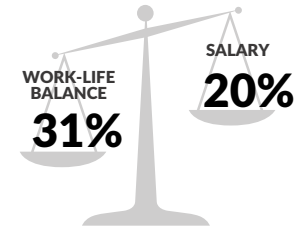
- Burnout may originate from work-related issues, but it can also be caused by personal life, daily activities, and relationships.
- Identifying the source of burnout is crucial in addressing the problem.

Talk to Trusted People

- Confide in friends and family to seek support during burnout.
- Your loved ones may not fully understand your situation, but their presence and care can make a significant difference.
- Surrounding yourself with those who care can offer relief and a temporary break from your issues.
- If necessary, individuals should communicate with their manager or HR to seek solutions for addressing burnout. Possible solutions may involve: workload adjustments, flexible work arrangement, mental health resources, and others.

Pay Attention to Yourself

- There's no quick fix for burnout; instead, focus on identifying the source of the problem and exploring your options.
- Give yourself the time needed to recover, and once you're feeling better, assess how to maintain a healthy balance.
- Remember that it's okay to feel burnt out at times; there's no pressure to be happy and positive constantly.



31% of working Canadians say that a job that respects their work-life balance is more important to them, compared to only 20% who felt salary is more important.



ADDITIONAL RESOURCES

- TED Talk: [The cure for burnout \(hint: it isn't self-care\)](#) by Emily Nagoski and Amelia Nagoski
- TED Talk: [3 steps to stop remote work burnout](#) by Morra Aarons-Mele
- Course: [Managing Career Burnout](#) with Emilie Aries (LinkedIn Learning)
- Article: [Beating Burnout](#) by Monique Valcour
- [Yoga, meditation, physical activity](#)

REFERENCES

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