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Stress is a cycle that happens in our body. If we can't complete the cycle and discharge the stress that we experience, we risk burnout.

Burnout has a huge impact on people and companies. When you experience burnout you have a decreased sense of accomplishment, you're less able to solve problems, you think less creatively and you struggle with complexity.

Learning to complete the stress cycle reduces the risk of burnout.

Ideas for action



1. Make more meaning in your work

You are less likely to burnout if you are connected to something bigger than yourself.

This might include:

- 🔗 Legacy – *your long-term impact*
- 🔗 Community – *the people you feel connected to*
- 🔗 Service to others – *your positive impact on others.*

What do you want people to say about you and the work that you do?



2. Do a thing

When you feel burnt out, you are more likely to experience a sense of learned helplessness. This is when you feel powerless to change your circumstances.

Rather than feel stuck, we need to take an action. Any action which helps us to feel a sense of control. It can be a walk, asking for feedback, completing a course or having a conversation with a mentor. Doing 'a thing' breaks patterns which sustain burnout.

Who could you ask for strengths based feedback? e.g. *when do you see me at my best?*



3. Add active rest into your week

Active rest is a simple way of releasing stress. It provides a focus for your mind and an outlet for your emotions.

Active rest is personal. For some people it might be a creative act like drawing or dancing, for others it might be more playful, like gaming and for many, it's exercise based.

The important action is to know your active rest and to add it into your week.

What does active rest look like for you?



How can you add it into your week?



Recommended resources



Watch the [LIT Videobook on Burnout](#) for an engaging and useful way to learn about the topic.



How rest can make you better at your job.
Insightful Ted Talk with author Alex Soojung-Kim Pang.



Helen and Sarah share insights, ideas, and actions to support your stress tolerance at work in episode [316](#) of Squiggly Careers.