

Feature Article

Six Ways to Beat the Burnout Blues

Have you ever wondered why some people leave jobs after two or three years and others stay for 15 or 20? Burnout may not be the only reason people leave their jobs, but it often is a factor.

You may be experiencing burnout if you feel bored, fatigued, apathetic, impatient, and constantly irritated with your co-workers.

Don't panic, there's hope. Some of the secrets to long-term job happiness are revealed below in the words of people who have avoided burnout.

Change positions within your company

"I avoided burnout by changing positions every two to four years. During my 27-year career, I worked in sales, market research, technical management, operations, and product management. The changes kept me interested and excited about my work," says Jan Powell, from Dallas, Texas, who worked for 27 years at Xerox.

Find like-minded people

"To avoid burnout, the most useful tool I have found is to identify like-minded people with whom I can share humor, have fun, and vent frustrations when needed. These must be people who share a similar sense of humor as yourself and people you trust implicitly," says Bobbe White, from Quincy, Illinois, who has worked as a business development officer at a community bank for 21 years.

Seek out short-term projects

"I have avoided burnout because, in addition to my normal routine job, I seek out short-term projects, working with different teams each time," says Jaswant Kaur, a nine-year employee of the Samling Group of Companies.

"These projects could be on cost-cutting efforts, improving quality efforts, charitable causes, or other social functions for the company," says the Samling employee, who lives in Kuching, Malaysia.

Get more education

"I was previously with a technology company for more than 13 years and became burned out since I wasn't able to go anywhere within the company," says Teresa Johnson, from Southlake, Texas. "I went back to school and received a B.B.A. in management and an M.S. in human resources and training.

"The company paid for my schooling and knew when I started the master's program that I'd leave after graduation if no opportunities arose. That happened, and I left within 30 days after graduating. They felt it was worth it to keep me working at the company for the time I was in school," she says.

Keep on learning

"I worked at Sears for nearly 10 years many years ago. The number one thing I've learned through many years of employment is that it's important to continue to learn new things," says Melinda L. Surbough, from Dallas, Texas, who is now the managing editor of Today's Dallas Woman magazine.

Don't wait

If you start to experience burnout, don't wait until it affects your work and don't start looking for a new job. Instead, try making positive changes in your present job. Talk to your supervisor and discuss changes that could reenergize you.





This Month's Webinar: Putting Out the Fire: Preventing and Managing Burnout

Contemporary professional demands not only cause stress, but chronic stress. Stress contributes to the development of myriad physical and mental health conditions including (but not limited to) hypertension, diabetes, depression and anxiety. Research suggests that up to two-thirds of American employees experience some degree of burnout. Burnout impacts productivity, morale, and financial and legal bottom lines due to the health-related costs of burnout.

Watch this webinar any time throughout the month of December when you log in to IMPACT on the Web at www.MyImpactSolution.com.

Monthly Highlights



Holiday Entertaining on a Sensible Budget

When the holiday spirit moves you to entertain, don't fight it, but don't go

overboard, either! Party costs can add up fast, leaving the host on the hook for a heaping helping of holiday debt. Visit the Financial Tile for more information on budgeting.

How to Reduce Kids' Holiday Stress



While the holidays and festivals celebrated between late November and early January are traditionally thought of as

times of family togetherness, gift-giving, and general merriment, they also can be a tough time for children. Visit the Emotional Wellbeing Tile tips on managing holiday stress.

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Eldercare Spotlight

"I'm Not There Yet" or "I'm Not There, Yet": The Comma Makes the Difference

Talking about aging can be difficult. It can be hard to accept that a loved one is "there" in regards to needing care, or that you are "there" in terms of becoming a caregiver, especially when it may feel easier to "cross that bridge" later. As writer Sonya Derian states, "You think you need to wait until you're more prepared...to take action. But then you never get to that place and never take the action. Then [time passes] and you're still talking about it, feeling 'not ready yet'."

"I'm not there yet" versus "I'm not there, yet," is the difference between stagnation and progress, between resistance and a growth mindset prioritizing resiliency and change. The "I'm not there yet" person takes action only when confronted with crises; the "I'm not there, yet" person values planning for care, even before it is needed.

Take a moment to think about how you will respond the next time someone asks you about family caregiving. Are you a "comma" or "no comma" person?

Contributed By: Benjamin Rose Institute on Aging

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You can contact IMPACT Solutions for professional counseling and guidance 24 hours a day at 800-227-6007.

IMPACT EMPLOYEE ASSISTANCE PROGRAM

Seasonal Affective Disorder

Did you know? Seasonal Affective Disorder (SAD) affects half a million people every winter (Mental Health America)

The "winter-time blues," or Seasonal Affective Disorder (SAD), is a real issue. Symptoms of depression, loss of motivation and fatigue have, in many instances, been attributed to prolonged exposure to cold weather and low sunlight.

Let IMPACT shed some light on this topic. To help you manage the symptoms of Seasonal Affective Disorder (SAD) consider the following suggestions:

- Remaining active and focused
- Maintaining social connections
- Plan a getaway to a sunny location
- Identifying potential treatments, including light therapy, physical therapy, and cognitive behavioral counseling

