



understanding BURNOUT

{ & HOW TO PREVENT IT }

We all know that every profession has its own particularities and challenges. Whatever path you choose to go down in life will come with pros and cons. Some careers might be particularly susceptible to seasonal or market volatility. Some will guarantee a lifetime of long hours and late nights. Others will require hours of education in your free time to stay current with industry trends.

When it comes to choosing the path of entrepreneurship, the reality is that you may be in for all of the above challenges. You likely started down the road of entrepreneurship because you're passionate and driven - and these are also likely the traits that have contributed to your success! But that passion and drive can make you more susceptible to losing balance, and potentially, burnout.

Entrepreneurship is an intense endeavor, and it can be hard to separate the self from the business.

Sooner rather than later, and because of the rollercoaster nature of entrepreneurship, business setbacks start happening (a lot!), and some entrepreneurs can't help but take them as personal setbacks - especially when they have become so invested in their business. Depression can follow, and so can burnout.

But what does burnout mean in the first place?

Some normal levels of stress can be healthy, and can even contribute to one's peak performance. However, when we consistently live in a state of stress, and don't take the time to recuperate by resting, we start building chronic stress.

Chronic stress can lead to any combination of disorders and illnesses, ranging from hormonal disorders, muscle tension and aches, high blood sugar levels, diabetes, high stress hormones, heart problems, weakened immune response, to anxiety, depression, irritability, and insomnia.

Eventually, the continuous stress on the body over a long period of time can disturb the endocrine system, nervous system, cardiovascular, and reproductive system. Stress can ultimately take over your body and create long lasting, and damaging effects if not addressed and proactively managed. Unlike a cold or flu, burnout doesn't all hit at once and it does not always exemplify the same warnings or signs for each person. This is why it's important to educate yourself and check-in often to gauge how you're feeling and determine whether action is required.

Keep reading to learn the warning signs of burnout, tips to prevent burnout, and resources to help you stay one step ahead of burnout!

HOW TO recognize WARNING SIGNS

Burnout happens when we are chronically stressed - but for those of us who live with a higher amount of stress than others may consider normal, it may be harder to recognize the signs of burnout happening.

The science of how burnout progresses is broken into 12 stages. Being aware of this progression can help you gauge where you are, and take steps to address it.

1. Compulsion to prove oneself
2. Working hard
3. Neglecting basic needs
4. Displacement of conflicts
5. Revision of values
6. Denial of emerging problems
7. Withdrawal
8. Odd behavioral changes
9. Depersonalization
10. Inner emptiness
11. Depression
12. **Burnout syndrome**

While the stages of burnout are meant to be a list of standard identifiers that can be visualized broadly, burnout warning signs might look different for everyone. Here are some common ways that the stages show up in our everyday lives:

- Disrupted sleeping patterns (too much or too little)
- Persistent feelings of anxiety
- Feeling overwhelmed and like you don't know where to start
- Neglecting chores or tasks at home
- Feeling like you can't afford to take a break
- Changes in eating habits
- Ignoring friends or family
- Feeling like you'll never get caught up

Identifying and listing what burnout looks like for you can be a powerful tool to help you identify it early, and take steps to prevent a downward spiral.

7 QUICK TIPS FOR AVOIDING burnout

1 ASSESS. Assess where you are each week in following through on your chosen strategies. Be honest with yourself.

2 TWEAK. Tweak your list as needed - what can you rearrange or reprioritize?

3 MAKE. Make yourself less available. Set "office hours" for yourself and stick to them.

4 3-D RULE. Follow the rule of the three Ds to streamline your to-do list. Do it, dump it, or delegate it!

5 CONNECT. Connect with people who care about you. A quick break with a friend over coffee can help you feel refreshed and recharged.

6 ASK. Ask people you trust for support when you need it.

7 LEARN. Learn to recognize the signs of burnout and verbalize your feelings to prevent future situations.

BURNOUT PREVENTION resources

Want to keep learning and stay one step ahead of burnout?
Check out these helpful resources to get started!

PODCASTS



Safe For Work



WorkLife with Adam Grant



The Daily Shine



Unlocking Us with Brene Brown



We Can Do Hard Things with Glennon Doyle



The Happiness Lab

LITERATURE



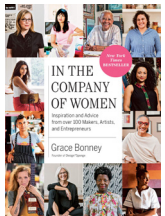
I'm So Effing Tired
Amy Shah, MD



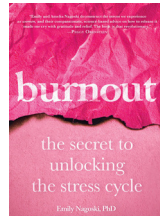
Girl Code
Cara Alwill Leyba



Female Innovators at Work
Danielle Newnham



In the Company of Women
Grace Bonney



Burnout: The Secret to Unlocking the Stress Cycle
Emily & Amelia Nagoski

DIGITAL HEALTH



MindBeacon - digital health resources



Lumeca - free seamless virtual healthcare for all Canadians



Maple - access to online doctors for group clients

PROTECT YOUR HEALTH

Saskatchewan Blue Cross solutions for every team.

- **Personal Health Plans** for you and up to 2 others
- **Blue Essentials** for between 3-19 employees
- **Custom Group Benefits** for groups with 20+ employees

Connect with us any time for more information about protecting your team!



Alison Lea, Business Development Representative
alea@sk.bluecross.ca
306-370-3504