

EPISODE 105: HOW TO BEAT BURNOUT BEFORE IT BEATS YOU**1. KNOW WHAT BURNOUT IS**

- Lisa Gerry, article in Forbes Magazine: *10 Signs You're Burning Out and What to Do About It*.
- Key phrase "multiple, chronic stressors, over an extended period of time, that left me totally drained."
- When it comes to understanding burnout, its arrival is insidiously difficult to detect and its consequence are impossible to ignore.
- In short, burnout is a state of near total depletion: emotionally, physically, mentally, socially, and spiritually.

2. KNOW THE EARLY INDICATORS

- You aren't your best self: no joy, laughter, creativity, initiative, desire, excitement.
- You have lost ability to find pleasure in things you normally enjoy (i.e. hobbies, friends, social life, etc.)
- Fatigue that you can't shake (i.e. dead battery)
- At work you have lost pride, energy, passion, creativity, patience, tolerance.
- Quality of work is slipping, creativity is hard, cynicism is easy.
- Short fuse, exaggerated response, numbness.

3. KNOW THE COMMON CAUSES

- External Factors
 - Tasked with too much work. Too many responsibilities.
 - Crazy Maker Work Place: ever changing rules, goals, leadership, or initiatives.
 - A mercurial boss.
 - Doing work that is not in your wheel house.
 - Overcommitment. Busy schedules.
- Internal Factors
 - Super motivated. Super competent. Super committed.
 - Commitment to being reliable, not offending, not disappointing.
 - A belief that you are rock star with unlimited energy. Indispensable.
 - People pleaser. Conflict avoider.
 - Self-denier. Fine line between self-care and selfishness.

4. KNOW HOW TO MANAGE BURNOUT

- Don't: dismiss the indicators; try to power through; think this will go away with a good night's sleep; use denial, self-medicate.

- Listen to your body, mind, heart, spirit.
- Listen to others: ask their opinion.
- Take multiple action steps.
 - Lighten the load.
 - Admit you are not superman or wonder woman.
 - You need space, rest, sleep, organization
 - Make some hard choices, if necessary.
 - Be patient.

5. KNOW THE COST

- You accelerate the rate of wear and tear on your body, inside and out.
- You put your heart and health at risk.
- You lower your immune system and become susceptible to sickness and disease.
- You are zero fun to be around because you are unmotivated, morose, discouraged, depressed, and depressing.
- Don't be the last one on your block to know!

Are there other communication-related topics you'd like to hear the Communication Guys address? Let us know on our [Facebook page](#).