



Preventing and Recovering from Burnout: RESOURCES AND STRATEGIES

What is Burnout??

Prolonged, chronic workplace stress results in symptoms in three dimensions:

- Emotional, mental, and/or physical exhaustion
- Feelings of cynicism and/or detachment
- Feelings of ineffectiveness/inefficiency and lack of accomplishment

Source: World Health Organization, 2020

Strategies

- ✓ Recognize that burnout is extremely common
- ✓ Set healthy boundaries around work hours
- ✓ Take regular breaks—short breaks during the workday and longer breaks throughout the semester
- ✓ Prioritize connecting with supportive colleagues and community
- ✓ Recognize that not all tasks are equally urgent
- ✓ Turn off email notifications when not working
- ✓ Prioritize sleep
- ✓ Recognize that burnout gets worse, not better if not addressed
- ✓ Prioritize work that is meaningful and fulfilling
- ✓ Practice saying “no”
- ✓ Consider what can be postponed or taken up in a future semester
- ✓ Understand that burnout is a result of chronic workplace stress and not an individual failing
- ✓ Seek the support of a mental health professional
- ✓ Create mindful transitions into and out of your workday
- ✓ Set meetings for 30-45 minutes rather than 60 minutes when possible

Services and Resources

The **Office of Faculty Professional Development** offers 1:1 faculty consultations to support faculty experiencing stress, overwhelm, and burnout, a monthly support group for women+ faculty experiencing burnout, and workshops to support faculty development and well-being.

The **Employee Assistance Program** provides no-charge counseling, resources to support work/life balance, and support for navigating stressful workplace incidents.

Health Initiatives offers workshops and events to support the well-being of the Tech community.

Additional Reading

Nagoski, E. and Nagoski, A. 2020. *Burnout: The Secret to Unlocking the Stress Cycle*.

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Pope-Ruark, R. 2020. [“Beating Burnout.”](#) Inside Higher Ed.

Flaherty, C. 2020. [“Burning Out.”](#) Inside Higher Ed.

Gooblar, D. 2018. [“4 Ideas for Avoiding Burnout.”](#) The Chronicle.

Whitaker, M. 2018. [“Caring for Your Career as a Caregiver.”](#) The Chronicle.