

## EMPLOYEE ASSISTANCE PROGRAM

# OVERCOMING STRESS AND BURNOUT

### *Stress and burnout can result in physical and mental health issues*

Many people have experienced chronic, high levels of stress and burnout due to ongoing economic uncertainties caused by the pandemic, social isolation, natural disasters, and other unpredictable and disruptive events. It's important to recognize and address symptoms you may feel such as physical and emotional exhaustion, negativity, and disconnection from others or from your job. Long-term stress and burnout can lead to physical illness and mental health issues, such as depression and anxiety.

Identifying what triggers your stress is the first step to overcoming it. Sources of stress may include:

- Feeling a lack of social support.
- Taking on too many responsibilities and feeling overwhelmed at home or work.
- Putting your own self-care at the bottom of the list.
- Facing major life changes, whether positive or negative.
- Feeling a lack of control.

Here are practical tips to cope with negative stressors that can't easily be avoided:

- **Set appropriate personal boundaries.** Establishing emotional, psychological, and physical boundaries helps you achieve better work-life balance and healthy relationships.
- **Practice self-care daily.** Taking care of your needs is not selfish; it is essential for well-being. A nutritious diet, adequate sleep, and exercise can help you manage stress. Avoid using alcohol, tobacco, or other drugs to cope with negative emotions.
- **Stay socially connected with positive people.** Strong social connections provide the opportunity to get and give support.
- **Learn to delegate.** Let others lighten the load whenever possible. Consider how you're spending your time and energy and focus on activities that are most important to you.

