WORK FATIGUE & BURNOUT

A prolonged unstable operating foundation with constantly changing responsibilities and no resources to respond accordingly. This issue seems to affect high performing people in particular.

**Causes**
- Diminishing Trust
- Increasing workloads
- Recurrent hyper-distruptive events
- Diminishing resources
- Loss of morale
- Emotional, mental, and physical exhaustion
- Diminished performance and productivity

The effects of burnout may further fuel the causes

**Effects**
- Social injustice
- Disengagement
- Self-destructive behavior
- Diminishing trust
- Continuous crisis mode
- Decreasing resources
- Increasing workloads
- Loss of morale
- Emotional, mental, and physical exhaustion
- Diminished performance and productivity
- Disengagement

Provide the following for your team or organization:

- Space to communicate, socialize, recover, & prioritize wellness
- An environment, structure, & culture of continuous learning
- Autonomy to take healthy risks, make decisions, & implement solutions
- Manager training with emotional intelligence, active listening, & developing others

https://hr.utexas.edu/learning-development