



# Combating Professional Burnout

## Overview

Professional burnout is a state of exhaustion stemming from prolonged exposure to work-related stress. It often leads to feelings of detachment and reduced effectiveness in one's job. Addressing the underlying causes and seeking support are crucial for mitigating its impact on both personal well-being and professional performance.

## Steps to Avoid Burnout

- Discuss extra responsibilities with supervisors and include them in your annual report to manage workload effectively.
- Keep track of tasks and requests to demonstrate additional commitments clearly.
- Understand which job aspects are negotiable and set boundaries accordingly for a healthy work-life balance.
- Prioritize basic self-care habits like taking breaks, eating lunch, and stretching throughout the day.
- Implement daily self-care practices such as leaving your desk, doing shoulder rolls, and taking stretch breaks to alleviate stress.
- Build a support system with colleagues who share your experiences to provide advice and assistance.
- Consider advocating for an Employee Resource Group to address burnout collectively and foster a supportive community.

## Source

Higher Education Recruitment Consortium.(2024, January 17). *Managing “cultural taxation” and Combating Burnout*. Higher Education Jobs - Higher Education Recruitment Consortium. <https://www.hercjobs.org/managing-cultural-taxation-and-combating-burnout-tips-for-underrepresented-faculty-and-staff/>