

Top tips for preventing employee burnout





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Did you know that nearly a quarter (23%) of employees reported feeling burned out during work very often or always? And that a further 44% reported feeling burned out sometimes?

And it'll come as no surprise to you – with everything going on in the world over the last few years, you might have already noticed your employees feeling mentally exhausted and strained. ”

But how do you prevent your employees from burning out?

Following these advisory tips from our experts can help:

Engage with your workforce – Have you properly checked in with your people? This will help you to **understand what pressures your employees are under**. For example, they may be feeling that their workload has increased dramatically during the pandemic; they may be feeling that their hours are too long or are anti-social; or they may be affected by staff shortages and low morale.

Address workforce pressures - Once you understand the pressures, you can then see **what you can do to help alleviate them**. This might mean trying to recruit more staff, looking at what flexibility you can offer - for example, homeworking, earlier/ later start, shorter hours. Workloads and targets may need to be assessed. These work pressures should then continue to be monitored by management.





Make them feel valued - If the resources are available, think about whether benefits can be increased to make employees feel valued. For example:



If employees are focused on **career progression**, see if you can offer a focus on any **training** and **opportunities** available, or expand your current offering.



If individuals are focused on **individual benefits**, focus on **pay, annual leave, pensions, and perks of the job** - such as gym memberships.



Some may have felt very **isolated** in the pandemic, so think about **social activities** and **team building** - which can also help create a team spirit and increase engagement. Even if there are little resources available, a free team activity can still increase engagement. You could also encourage any **colleague support networks** - for example, a buddy or mentoring programme.

Prioritise annual leave

Encourage employees to ensure they **take all their annual leave**. If you can, try to avoid limiting the times they take leave, or creating a culture where taking leave is frowned upon or made difficult. For example, can you make it easy for work to be redistributed to minimise stress before and after leave?



Create a good work environment

- Try to create a work environment that individuals want to be part of.



During the pandemic, **appraisals** with your team could have taken a back foot. Now's the time to get back on top of them - it's important these internal HR processes take place to make individuals feel a valued part of the organisation and ensure they can voice their opinions and goals.



Make sure that from board-level down, there is a **friendly and respectful atmosphere**.



Managers should ensure they have **regular catch-ups** with their teams so they understand how employees are. You might want to consider whether any of your managers need any **further training** to support employees.



Having **mental health first aiders** that individuals could speak with about any issues they may have



Having an **Employee Assistance Programme**



Regular catch-up sessions