

Employee Burnout

KNOW IT — THEN SLOW IT

WORKPLACE STRESS

is costing U.S. companies an estimated

\$300

BILLION A YEAR

in health care and absenteeism*

FORTUNATELY,

you can help protect your company with two basic steps. First, learn to recognize the usual suspects. Then, practice prevention techniques that can stop burnout before your business becomes a victim.

An ounce of prevention

Refuse to be a victim of employee burnout.

It's good to recognize the symptoms of workplace stress, but it's better to stop them in their tracks. Here are five stress-reducing tactics for you to try.

5 STEPS



WORK-LIFE BALANCE POLICIES

1



EMPLOYEE RECOGNITION PROGRAMS

2



EMPLOYEE SOCIALIZATION PROGRAMS

3



PROFESSIONAL DEVELOPMENT COURSES

4



IN-OFFICE RECREATION OPPORTUNITIES

5


Workplace stress can take a damaging toll on your employees and the company's bottom line. Fortunately, you've been armed with the tools to recognize and combat the effects of stress before they turn into employee burnout that can rob your bottom line.

Looking for a go-to stress reduction resource to share with your employees? Download the e-book, **"Your Four Steps for Reducing Stress"** from our sponsor Security Health Plan

HR-playbook 

The usual suspects

Study the five faces of employee burnout.

It pays to recognize the common signs of excessive workplace stress. Have you seen any of these employees in your office lineup? 



SPENT TRENT

- ✓ Exhausted
- ✓ Sleep deprived
- ✓ Weary

Trent seems sluggish and irritable lately. Everything just looks a step slow and a bit out of balance. That twinkle in his eye has been replaced by dark circles, and his unending laughter has given way to chronic yawns. It could be caused by stress.

- ✓ Poor performance
- ✓ Mistakes
- ✓ Missed Deadlines



MISTAKE JAKE

If you looked at Jake's performance review from last year, you would hardly believe you were managing the same person today. Efficiency is way down, mistakes are way up, and he's always got a million excuses for everything. He might be succumbing to stress.

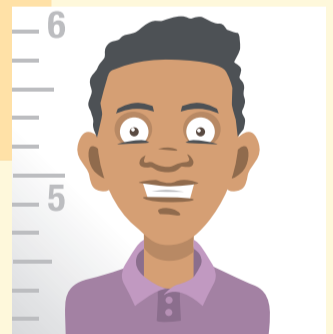


COMPLAIN JANE

- ✓ Cynicism
- ✓ Complaining
- ✓ Decreased morale

For 25 years, Jane was a shining example of employee morale. Lately though, she's been surprisingly vocal in her criticisms of her company and co-workers. The worst part is she's bringing others down with her. It could be the stress talking.

- ✓ Excessive behavior
- ✓ Addictive behavior
- ✓ Unhealthy eating



EXTREME GENE

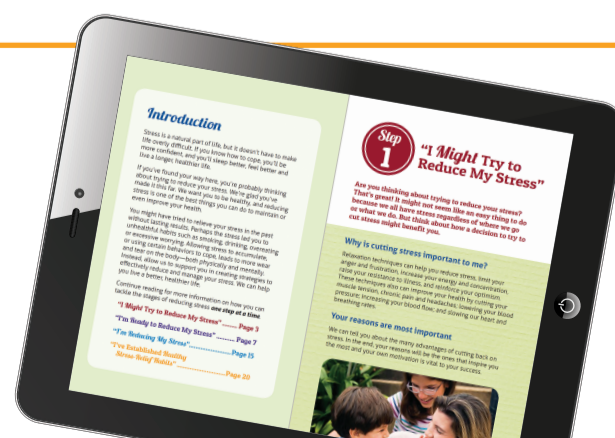
Gene's behavior swings from one end of the spectrum to the other. One week, he's wasting away while burning the midnight oil. The next, it looks like he's totally checked out except when he's crushing another energy drink. His excessive behavior may be symptomatic of stress.



ABSENTEE LEE

- ✓ Absenteeism
- ✓ Social Withdrawal
- ✓ Poor punctuality

Feels like Lee is missing all the time—even when she's around. And that's been less and less frequent in recent weeks. An employee who used to be a reliable team member is now calling in sick and phoning in work. Workplace stress may be to blame.



*According to American Institute of Stress