

Employee fact sheet:

Finding Your Way Through Burnout



Burnout can happen when ongoing stress, pressure or emotional demands continue for too long without enough opportunity to recover.

It can affect how you think, feel, work, sleep and connect with others. Burnout is not a personal failure or a sign that you are not coping well enough. It often arises when ongoing pressures and expectations accumulate beyond what feels manageable.

Recognising the signs early can help you take practical steps to protect your wellbeing and access support before things become harder to manage.

What burnout can feel like

Trauma can affect your mind, body, emotions and behaviour. You may feel different from your usual self, or notice reactions that seem to come out of nowhere.

Burnout may affect

What this can feel like

Mood

Feeling overwhelmed, irritable, anxious, flat or emotionally exhausted.

Energy

Feeling exhausted, drained or unable to recharge, even after rest.

Motivation

Feeling disconnected from your work, struggling to care about tasks or losing your sense of purpose.

Thinking

Difficulty concentrating, remembering things, making decisions or staying focused.

Relationships

Withdrawing from others, avoiding conversations or feeling less connected to the people around you.

Physical Wellbeing

Fatigue, headaches, muscle tensions, poor sleep or getting sick more often.

Tips for Managing Burnout

1. Acknowledge what you are experiencing

Recognising the signs of burnout is an important first step towards recovery.

2. Focus on what matters most

Identify what is urgent, what can wait and where support may be needed.

3. Take regular breaks

Short breaks throughout the day can help reduce pressure and support recovery.

4. Stay connected

Talk to trusted friends, family members, colleagues or others who can provide support.

5. Prioritise recovery

Make time for sleep, physical activity, healthy meals and activities that help restore your energy.

6. Ask for help

Speak with your manager, HR, your EAP or your GP if your circumstances feel difficult to manage.

Seek professional support

Speak with your GP, psychologist or access support through your EAP if burnout is affecting your wellbeing, work or daily life.

Through your EAP with PeopleSense, you can speak confidentially with a qualified psychologist for support, practical strategies and guidance to help you manage stress and recover from burnout.



Reaching out early makes a real difference.
Contact **PeopleSense** to book a confidential
appointment with a qualified psychologist.

If you are having thoughts of self-harm or suicide, seek urgent support immediately. Call 000, Lifeline on 13 11 14.

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