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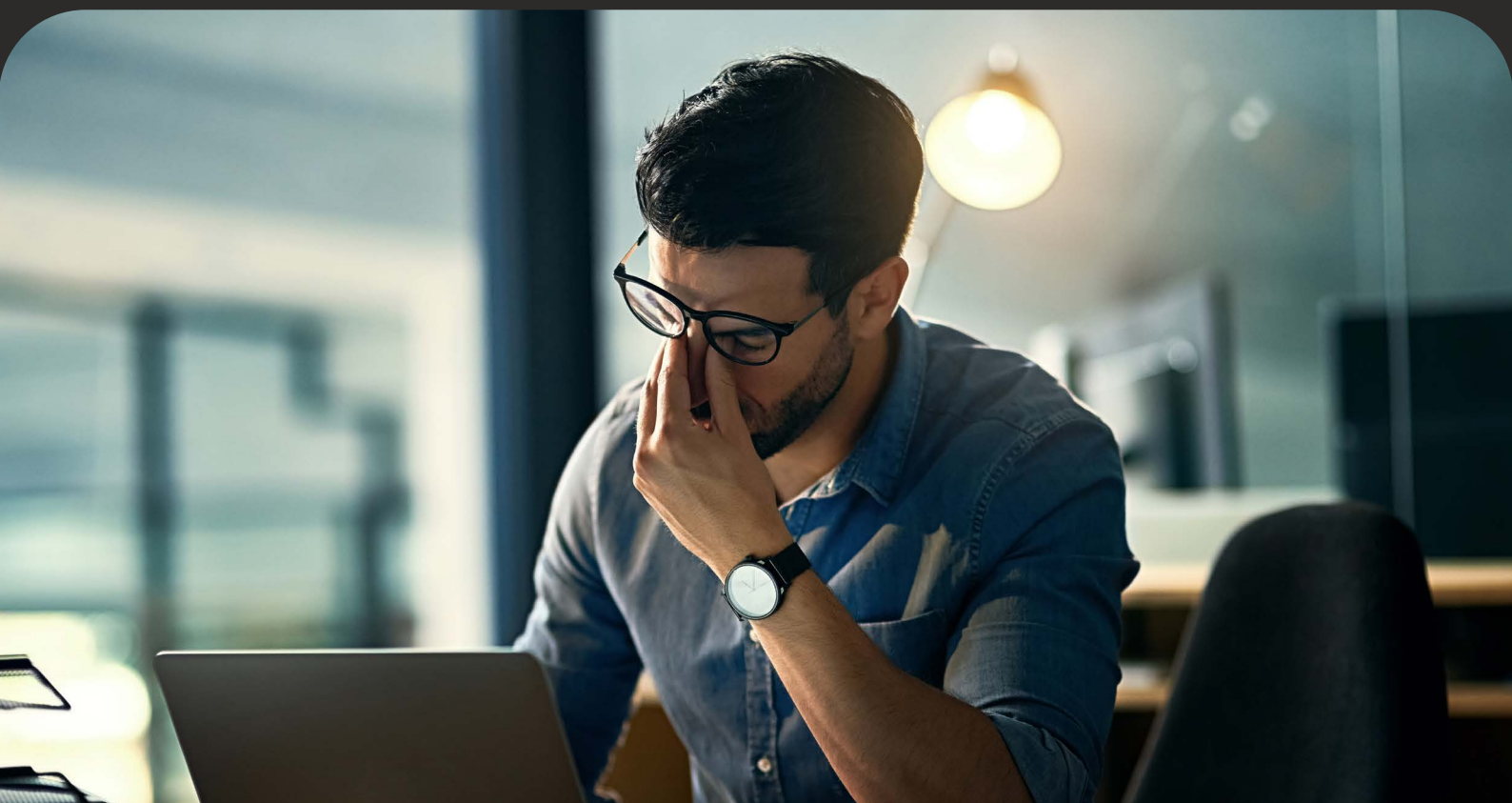
Make them feel valued - If the resources are available, think about whether benefits can be increased to make employees feel valued. For example:

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 buddying 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.

Offer mental health support - A supportive work environment that helps employees with mental health issues will undoubtedly see higher staff retention. Some examples of the support companies could offer could include:

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

How Citation can help

We can help you to implement these tips and more in your workplace. From employee assistance programmes, to workplace policies, to best-practice policies, our HR & Employment Law experts are available 24/7 to help.

Simply call **0345 844 1111** to start your partnership with us today.

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