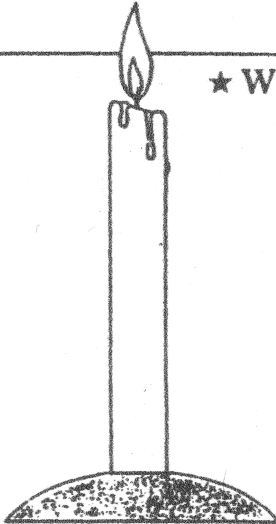


## STRESS BURNOUT

### ★ WHERE ARE YOU ON THE BURNOUT SCALE?

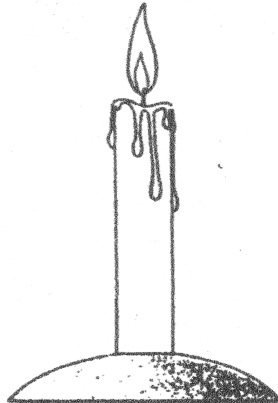


#### **Stage 1**

Lots of energy and enthusiasm.  
Overconscientious, overworked.  
Feelings of uncertainty.  
Doubts about coping.

#### **Warning signs**

- Too busy to take holidays.
- Reluctant to take days off.
- Bringing work home.
- Too little time with partner/family.
- Frustrated with results.
- Unable to refuse more work.

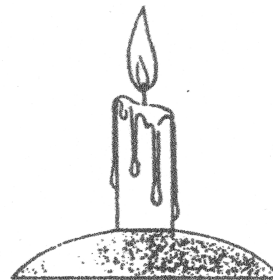


#### **Stage 2**

Short-lived bouts of irritation.  
Tiredness and anxiety.  
Feelings of stagnation.  
Blaming others.

#### **Warning signs**

- Complaints about the quality of other people's work.
- Unable to cope with pressure of work commitments.
- Working long hours.
- Unable to manage time efficiently.
- Too many social or work commitments.



#### **Stage 3**

General discontent.  
Increasing anger/resentment.  
Lowering of self-esteem.  
Growing guilt.  
Lack of emotional commitment.  
Apathy.

#### **Warning signs**

- Lack of enjoyment of life.
- Extreme exhaustion.
- Reduced commitment to work.
- Reduced commitment at home.



#### **Stage 4**

Withdrawal.  
Illness.  
Feelings of failure.  
Extreme personal distress.

#### **Danger signs**

- Increasing absenteeism.
- Avoiding colleagues.
- Reluctance to communicate.
- Increasing isolation.
- Physical ailments.
- Alcohol or drug abuse.