



Workplace Burnout Safety Talk

Job stress can be common in the workplace and burnout can present itself. Burnout refers to a situation in which an employee is unable to function at a full and safe capacity due to excessive stress or overwork. Burnout commonly leads to employees quitting their jobs.

This safety talk identifies potential causes of workplace burnout and discusses best practices that can be followed to avoid burnout.

Causes of Workplace Burnout

- Unrealistic timelines. Employees who are saddled with due dates that leave impossible completion times can stress employees. In most cases, employees will attempt to meet these deadlines only to eventually fail. Failure leads to stress, and as it builds, burnout occurs.
- Lack of communication. Employees who are unable to receive proper information find challenge in meeting career goals and work deadlines. Failure to receive vital information can lead to frustration. This can manifest into burnout.
- Failure to identify job role or responsibilities. Employees who do not have a clear understanding of their role in the workplace can be met with missed deadlines and poor performance reviews. If an employee does not understand what is needed to be done to achieve success in their role, burnout can occur.

Best Practices to Avoid Burnout

- Fair timelines must be established. Employees who face timeline issues on a regular basis should initiate a conversation with their superior to voice concerns. The proper resources need to be dedicated to work tasks to ensure efficient and safe completion.
- A clear line of communication should be established before any issues present themselves. Employees should understand who to communicate with to ensure success at work. Communication should occur often between all stakeholders so that everyone has the same expectations and understanding of the progress of the work being completed.
- Job roles and responsibilities should be clearly established. Providing job descriptions to employees can alleviate discrepancies in the future. Clearly identifying the employee's positional responsibilities can eliminate missed deadlines and less than flattering employee reviews. Outlining what success looks like on a daily and weekly basis can ensure long-term success and job satisfaction.

Summary

Workplace burnout can be a serious issue that affects both production and safety. Properly identifying major causes of burnout can allow for a methodical approach to be taken to prevent it. Utilizing the best practices in this safety talk can assist in reducing the risk for burnout to occur.

Discussion points:

1. How can properly identifying job roles prevent burnout?
2. Discuss common issues that lead to burnout.
3. What are other ways to prevent job burnout?