

# Burnout in the Workplace

As we marvel at the structures rising around us, it's essential to recognize the hidden challenges faced by the builders. The physical demands are evident, but the toll on mental health is often overlooked, and a common outcome is burnout.

Recent statistics reveal an alarming reality. In a 2022 survey of 15,000 workers across 15 countries McKinsey Health found that 1 in 4 of the employees experience burnout symptoms. According to the American Psychology Association's Work & Well-Being Survey, 3 in 5 workers reported experiencing negative mental and physical impacts during work related stress. 26% noted a lack of interest motivation or energy. 32% reported emotional exhaustion. 44% noted high levels of physical fatigue. These numbers emphasize the urgency of prioritizing mental well-being.

Burnout not only affects individuals but also jeopardizes team dynamics and project outcomes. Fatigued and stressed workers are more prone to accidents, compromising safety on the jobsite and disrupting project timelines and budgets.

To combat burnout, we must instill a culture of mental health awareness. Recognizing signs early is crucial. Signs of burnout include:

## **Persistent Exhaustion**

The toll of the daily grind and not feeling like you get a break.

## **Decreased Performance**

Tasks that once felt manageable become overwhelming.

## **Detachment and Cynicism**

Developing a negative and cynical outlook towards work, colleagues, or the organization. Or developing a sense of detachment and emotional distancing.

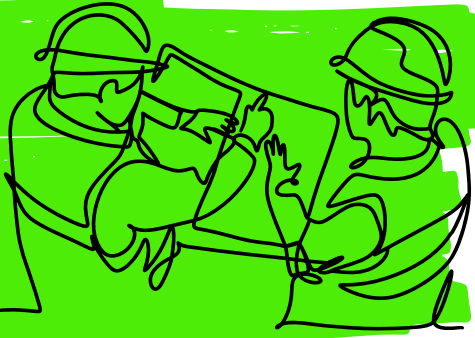
## **Physical Symptoms**

Burnout can manifest itself physically, leading to headaches, stomach issues, or the increase susceptibility to illness.

## **Lack of Satisfaction**

A diminishing sense of accomplishment and satisfaction in one's work coupled with the feelings the efforts go unnoticed is a clear indicator of burnout.





Open communication is key, and employers can play a pivotal role by providing support systems such as counseling services and mental health resources. Breaks from work contribute significantly to stress alleviation. Encouraging a healthy work-life balance is not only beneficial for individuals, but also enhances overall workforce productivity.

What are some way we can overcome and ward off burnout? Next time you start to feel burnt out remember these helpful tips

### **Discover Your Passion at Work**

Identify aspects of your job that genuinely inspire and fulfill you. Cultivating passion in your daily tasks can provide a powerful shield against burnout.

### **Celebrate Achievements, Big and Small**

Acknowledge and celebrate your accomplishments, no matter how small. Recognizing your successes boosts confidence and resilience in the face of challenges.

### **Establish Rituals**

Create personal rituals before or after work to mark transitions and create a sense of routine. Whether it's a morning routine, a daily reflection, or an evening unwind, rituals can bring stability to your day.



### **Embrace Continuous Learning**

Nurture a mindset of continuous learning and growth. Seek opportunities for skill development and challenge yourself with new projects. A sense of progress can counteract feelings of stagnation.

### **Cultivate Positive Relationships**

Foster positive connections with colleagues. Building a supportive network can provide a valuable source of encouragement and understanding during challenging times.

### **Know When to Unplug**

Recognize when it's time to disconnect from work, both physically and mentally. Set boundaries on after-hours communication and give yourself the space to recharge away from professional obligations.

Let's actively work to dismantle the stigma surrounding mental health in the construction industry. Seeking help should be seen as a sign of strength, not weakness. Just as a stable foundation is vital for a building, prioritizing mental well-being ensures a robust and resilient workforce.

In conclusion, let's construct a future where our builders not only create impressive structures but also lead fulfilling and mentally healthy lives. By addressing mental health head-on, we contribute to a stronger, more sustainable industry.

