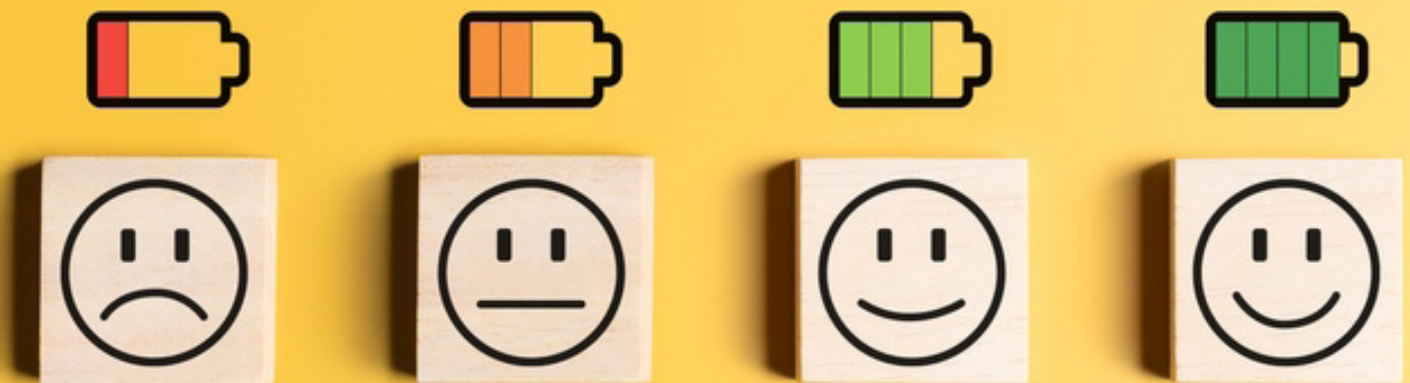


Beating Burnout



A toolkit to use in your organisation



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Introduction

Burnout is a state of emotional, physical and mental exhaustion caused by excessive and prolonged stress. It can be caused by your home life and/or your work environment, but there are things you can do to prevent it in yourself and others.

As with anything to do with improving your health, you will need to review your current routines, try new ones and see what works for you.

Make sure you don't give up and if you can, find a buddy/colleague/friend who will support you.



What is the aim of the toolkit?

This toolkit is designed to help you and your colleagues understand how to deal with burnout and provides practical tools and techniques to manage it in the future.

There are activities to complete and a short webinar to listen to on the Sovereign Resource Hub website to help bring them to life. We have also provided some useful links to further resources and support.

The toolkit can be used in different ways, including:

- As a discussion document, helping you to share the activities and tips with your employees. Activities can be explained and encouragement given to give them a try
- As a short workshop, where you choose one or two of the activities that you think your employees will enjoy and give handouts for them to take home and try in their own time

Why not try introducing the activities to individuals in 1:1s or a coaching session, or to a group of people in team meetings or briefings?

Did you know?

- Working adults in the UK highlight: poor sleep (64%); financial uncertainty (53%); poor physical health (46%) and feeling isolated (43%), as key factors that may have contributed to their burnout. (1)
- One in five (20%) of UK workers feel unable to manage stress and pressure in the workplace. (1)
- Around 51% of long-term sick leave is due to stress, depression, or anxiety. (2)

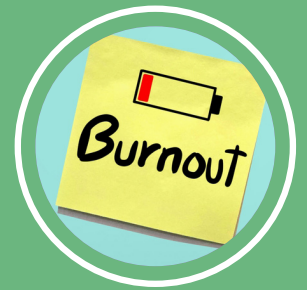
Sources: (1) Mental Health UK: Burnout, 2023 report;
(2) HSE: Work-related ill health and injury statistics 2022/23


TOP
TIPS

Don't forget there is also a **poster** on the **Sovereign Resource Hub** for you to print and display in your workplace.

Activity - The 'Pomodoro Technique'

The Pomodoro Technique utilises a time structured method to focus on one task for 25 minutes and then take a short break. This can help you regain your focus and feel less overwhelmed by your workload.



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1. Decide on the task to be done
 2. Set a timer to 25 minutes
 3. Work on the task until the timer rings
 4. Take a short 5 minute break

Repeat steps 1-4 four times and then take a 15-30 min break

TIME TO REFLECT

Use this technique for a day and write down below:

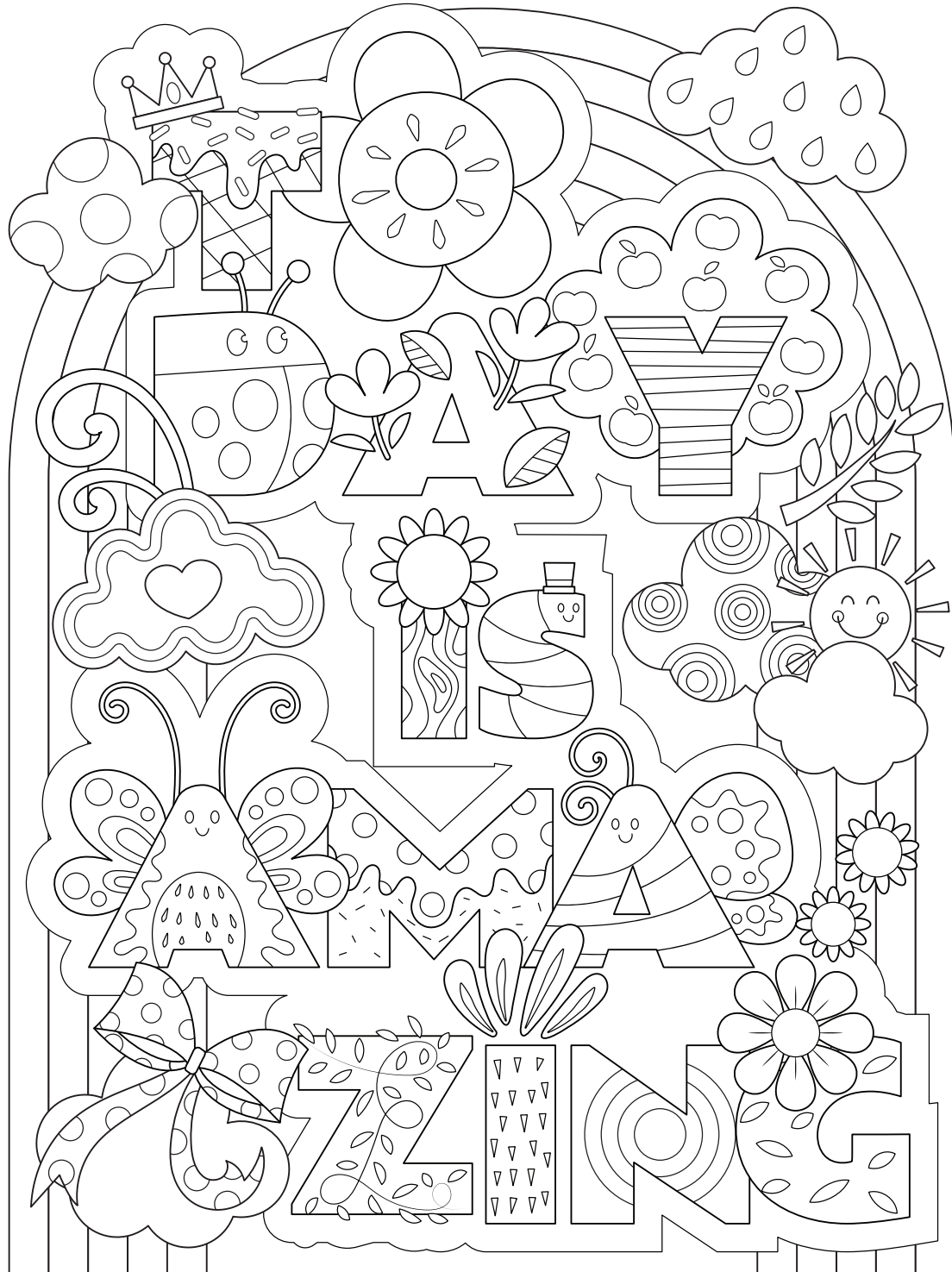
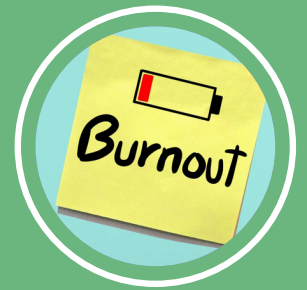
1. How do you feel?
2. What's worked well?
3. What will you do differently next time?



Don't forget to visit the Sovereign Resource Hub for more top tips and to watch the beating burnout webinar!

Activity - Colouring pens at the ready!

All you need are a few colouring pens and a nice quiet spot and you're away! Try this exercise to help you take a break, relax and focus your thoughts on colour and design.



For more FREE resources to help support your health and wellbeing, visit sovereignresourcehub.co.uk

Helpful links and resources

Many of the websites have downloadable fact sheets and take-away information which support the use of this toolkit. The links are also available on the Sovereign Resource Hub.

Managing burnout

<https://www.mind.org.uk/workplace/mental-health-at-work/dealing-with-burnout-when-working-from-home>

<https://mentalhealth-uk.org/burnout>

<https://www.cfcs.org.uk/help-advice/health-and-wellbeing/wellbeing-at-work/burnout>

Exercise & physical energy

<https://www.nhs.uk/live-well/exercise>

<https://www.nhs.uk/live-well/exercise/walking-for-health>

<https://www.nhs.uk/mental-health/self-help/guides-tools-and-activities/five-steps-to-mental-wellbeing>

Managing stress and anxiety

<https://www.nhs.uk/every-mind-matters/mental-health-issues/anxiety>

<https://www.mind.org.uk/information-support/types-of-mental-health-problems/stress/what-is-stress>

Other helpful Sovereign Resource Hub topics



Stand UP – to everyday stress

<https://sovereignresourcehub.co.uk/stand-up>

Charge UP – move and stretch every day

<https://sovereignresourcehub.co.uk/charge-up>

Sleep – get good rest to be at your best

<https://sovereignresourcehub.co.uk/sleep>

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TOP TIPS

Don't forget to visit the **Sovereign Resource Hub** for more health and wellbeing support links.