

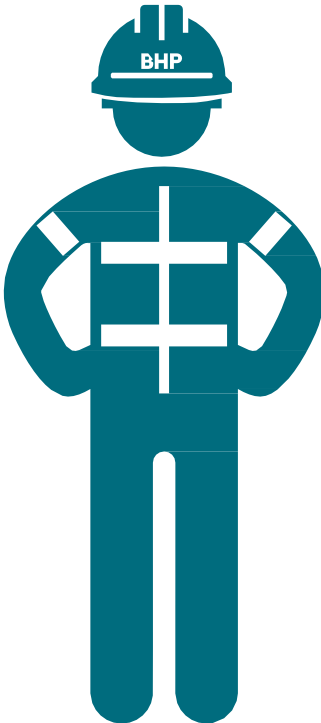
Let's talk about mental health

Preventing burnout



What is burnout?

When the demands (work and personal) placed on us outweigh our resources to cope, we can experience burnout - a state of emotional, physical, and/or mental exhaustion. We have many demands on us. They can be psychological demands we put on ourselves, social demands from other people, or things we are physically required to do or cope with. Our resources to meet those demands can also be psychological, social or physical.



Learn more about burnout in BHP's Resilience Program.

| Demands Some examples: |
|---------------------------|
| Deadlines |
| Family responsibilities |
| Values/motivators |
| Other's expectations |

| Resources Some examples: |
|-----------------------------|
| People who can help |
| Time you have available |
| Self-confidence |
| Energy/health |



Reflection Question

What situations can you think of where you've been in an optimum zone?
What about burn out?

Realistically, sometimes the demands will be too high but you don't want to stay there for long periods of time. If they are high, consider what resources you have to balance out the demands. Establishing balance is important to avoid burnout and perform at our peak.