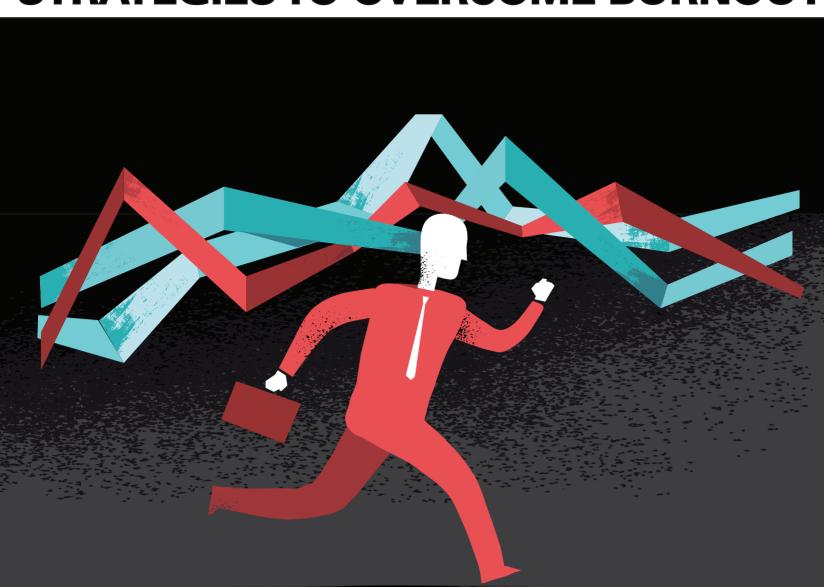




STRATEGIES TO OVERCOME BURNOUT



What is burnout?

Burnout is typically defined as a state of emotional, physical, and mental exhaustion caused by prolonged or excessive stress.

Identifying Burnout Symptoms

Recognising the signs of burnout early is crucial for interns to take timely action and prevent further deterioration of their well-being. Burnout manifests through a range of emotional, physical, cognitive, and behavioural symptoms.

Emotional	Physical
Emotional signs include increased irritability,	, , , , , , , , , , , , , , , , , , , ,
cynicism towards work or colleagues, and a	persistent fatigue, sleep disturbances such
sense of detachment from the internship	as insomnia or oversleeping, and changes
experience.	in appetite, leading to weight gain or loss.
Cognitive	Behavioural
Cognitive signs of burnout involve difficulty concentrating on tasks, reduced productivity despite increased effort, and negative self-talk, characterised by self-doubt and criticism.	Behavioural symptoms include procrastination on assignments, increased absenteeism from work, and social withdrawal from team activities or social events.

Effective time management and prioritisation techniques can significantly reduce stress

Time management and setting realistic expectations

and prevent burnout. Practical tools such as calendars, to-do lists, and project management software can help interns stay organised and on track.

Establishing clear boundaries between work and personal life is essential for interns to

avoid over-commitment and maintain a healthy work-life balance. This begins with ensuring clear job descriptions and manageable workloads. Interns should actively negotiate tasks and deadlines with supervisors, communicating their capacity and any potential limitations. **Practising self-care and well-being**

Prioritising self-care is essential for interns to maintain their mental and physical

health. Incorporating mindfulness and meditation practices, even for a few minutes each day, can reduce stress and improve focus.

- Regular physical activity, such as exercise, sports, or outdoor activities, boosts energy levels and enhances mood. Prioritising sleep hygiene involves creating a conducive sleep environment,
- establishing a regular sleep schedule, and avoiding screen time before bed. Maintaining a healthy diet with balanced meals, hydration, and limiting caffeine and alcohol contributes to overall well-being.
- By making self-care a priority, interns can enhance their resilience and manage stress effectively.
- Support network

- A strong support network can significantly mitigate the risk of burnout for interns by providing emotional, practical, and professional assistance.
- support. Mentors can offer guidance, share experiences, and provide emotional • The HSRC Employee Assistance Programme (EAP) offers confidential counselling to

Connecting with fellow interns allows for sharing experiences, advice, and mutual

employees, including interns. Open communication with supervisors about workload and stress levels is essential. Interns should feel comfortable expressing their concerns and asking for assistance

when needed. Overcoming burnout requires a combination of proactive self-care, effective time management, and seeking support when needed. It is essential for interns to recognise the

importance of their mental and physical health and to take proactive steps to address any signs of burnout. For more info or assistance, kindly contact your Employee Wellness Practitioner at

wellness@hsrc.ac.za - Alternatively, contact our external service provider, Lyra