

## Burnout

# What My Workload Requires and What Is Missing

Adults | 10 to 15 minutes

Persistent work strain may involve workload, limited control, unclear priorities, unfairness, or inadequate support. Individual coping is only part of the picture. Focus on a concrete workplace pattern and what an appropriate person or system could change.

Choose one recurring work demand. Separate actions within your control from changes requiring a manager, team, organization, or outside support.

**Describe the mismatch**

Record the task or demand, the resources it requires, and what is missing. Examples include staffing, time, training, reliable breaks, or a clear priority.

**Request a measurable adjustment**

Ask about a specific change such as a reduced competing demand, clarified responsibility, or protected handoff. Consider power and safety before making a request directly.

**1. Which recurring work demand is hardest to sustain?****2. What resource, authority, or protection is missing?****3. Who can change the conditions, and what exactly could I ask?****4. What sign would show whether the change helps?****Clinical use and adaptation**

WHO uses burnout for an occupational phenomenon, not a medical diagnosis. Assess depression, trauma, sleep problems, and medical contributors when indicated. Avoid making staff responsible for fixing unsafe workloads through self-care alone.