



Your Daily Practice

Episode 43

What To Do About Workplace Burnout With Dr. Christina Maslach

Occupational Burnout has three key components: physical exhaustion, detachment and cynicism and decline in performance.

Practices to try this week:

1. Take the [Maslach Burnout Inventory](#) to see how you score on each of the three components of burnout.

2. Identify your Burnout Mismatches

- Workload:
 - Do your resources match your workload? Do you have more demands on your time, work intensity or job complexity than you can handle? Do you feel overwhelmed?
- Autonomy:
 - Do you have flexibility at work? Do you have control over what you do and when you do it? Can you set limits? Are you encouraged to solve problems creatively?
- Reward:
 - Do you feel appreciated for what you do? Are you compensated for your hard work?
 - Do you feel rewarded with work security, recognition, benefits, income, and intrinsic satisfaction?
- Community:
 - Do you have a feeling of trust, belonging, and community at your workplace? Is your work fun?
 - Do you feel mutual respect at work?
- Fairness:
 - Does your workplace give everyone an opportunity to grow, advance, and be acknowledged?
- Values:
 - Do you feel aligned with the work you do? Do you have a sense of meaning and purpose at work? Can you wholeheartedly stand behind what you do for a living?