

## Employee Burnout

A recent article from Apollo Technical highlighted several statistics regarding employee burnout. Included in the information was a list of seven things that contribute to employee burnout.

### Seven Causes

- Unrealistic job expectations
- Overworking
- Dysfunctional workplace dynamic
- Lack of support
- Lack of vacation
- Lack of control
- Lack of employer communication

If these are causes that impact employee performance, the related question would be, 'What can we do to keep them from occurring?'

Here's a starter list for further development.

### Seven Solutions

- Active coaching and mentoring
- Time management and scheduling
- Teamwork and team building
- Regular dialogues about workflows, challenges, and workplace needs
- Vacation time
- Empowerment and accountability
- Consistent communications, meetings, and interaction

Once we have identified the appropriate solutions we can build management activities to avoid the pitfalls impacting employee motivation and performance.