



# Communication Tool Kit

PHYSICAL, MENTAL, SPIRITUAL, SOCIAL, FINANCIAL

FY23: January (Job Burnout)



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**Vignette:** Recently, your civilian job has undergone a series of staff and managerial changes. You enjoy the job itself and the people you work with. However, as a seasoned employee, you are beginning to see that more people are relying on you for your expertise, to give advice and train others in the job. Overall, you enjoy this and it provides a sense of purpose. You strive to carry this same mentality in your military position, but as the obligations increase, you are finding it difficult to manage the stressors of your civilian job along with your military career.

You've been getting into arguments with your partner, having trouble sleeping and experiencing headaches from stress. Your energy is gone. You have plenty of vacation time, but with more and more tasks being assigned to you, along with your desire to mentor and help others, you have not taken any time off. Last month at drill, a Service Member made a remark about how tired you looked. You have also noticed that you are short-tempered, which is out of character. You take a step back and realize that you are likely experiencing job burnout. What are some things you can do to help manage your work and personal life?

- A) Have a talk with your supervisor at your civilian job and explain that you enjoy what you do and that you are able to help, but need to take some personal time off.
- B) Look for ways to balance your work/personal life, such as prioritizing tasks with 'To-Do lists' or ask colleagues, friends and family to assist where they can .
- C) Explain to your Chain of Command that you are having some difficulty balancing work/personal and military life and ask them for suggestions on how to improve this.
- D) All of the above.

**BEST answer: D! All of the above are excellent options and utilizing all approaches will greatly assist you in finding the balance that you need to manage both work, military obligations, your personal life and your overall health and wellness.**

## Discussion Q&A:

- Can you relate to the scenario above in any way? Share your experience with the group.
- How would you approach this conversation with your supervisor? With your Chain of Command?
- What are some things you notice about yourself when you are starting to experience job burnout (or school burnout if you are a full-time student)?
- What are some coping strategies that one can use when experiencing job burnout? What might be some negative ones?

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## Takeaways:

- It is important to establish open and honest communication with your supervisor when you are starting to experience job burnout. Most employers are supportive of their employees and recognize the need to take time off for oneself.
- Job Burnout is not a medical diagnosis in and of itself, but many think that there may be underlying conditions such as ‘depression’ associated with job burnout.
- If you are feeling and/or exhibiting symptoms like depression, it is important to reach out to a behavioral health expert immediately to assist and support you.
- Job Burnout is extremely common and often occurs in this day-in-age (particularly as a Service Member), while having to juggle multiple responsibilities.
- Lastly, remember to “Treat Yourself!”. Take a staycation, decompress through journaling, exercise or just chatting with a loved one. Strive to find that work-life balance that best works for you and allows you to perform at your optimal level, both in the military and in the civilian worlds.

## Follow-Up Resources:

- Military One Source [Support for Military Personnel & Families • Military OneSource](#)
- Army Director of Psychological Health (DPH): 1-877-504-2358
- Air Director of Psychological Health (DPH): Patricia Weiner (608-234-8820) & Emily Barrett (608-400-5275)
- Chaplain: 608-630-1660
- Army Military and Family Life Counselor ([ACS :: Ft. McCoy :: US Army MWR](#)), 352-801-2742
- Air Military & Family Life Counselor: Alicia Zenk, 608-215-3037
- Soldier and Family Readiness Number: 1-800-292-9464 (Option 1)
- Comprehensive Health & Wellness (CHW): <https://wisconsinmilitary.org/comprehensive-health-and-wellness-program/>

## **Feedback From the Field:**

We know your time is valuable and we want to thank you for setting aside some time to talk over these topics. Your feedback is highly encouraged and welcomed.

We would love to hear your thoughts and ideas as to how well these discussions were implemented as well as how well they were received. For feedback, suggestions or even any success stories that you would like to share, a survey can be completed at:

<https://www.surveymonkey.com/r/SMSD2021>