

The 4 signs of burnout

Solutions for managers

Breathe's holiday report reveals that burnout is on the rise, with **81% of UK workers** experiencing exhaustion or poor mental health when unable to take time off. This infographic highlights **key burnout signs** and provides **practical solutions** to help managers support employee wellbeing.



1

Feeling overwhelmed

Does someone in your team seem distracted, as if there's too much going on? Are they unsure where to start with their workload?



What to watch out for

Distress, tearfulness, confusion about work and priorities

What to do

- Check when they last took annual leave
- Schedule a meeting to talk with them
- Ask about their worries or concerns
- Help them create a priority list
- Arrange a follow-up one-on-one meeting
- Encourage them to book a holiday if they are near [burnout](#)

2

Low motivation levels

Is someone on your team missing deadlines? Is there a lack of effort in their tasks?



What to watch out for

None or little participation in conversations, minimal communication, lack of interest in incentives

What to do

- Review their recent holiday history
- Assess their development/promotion plan
- Catch up with them to discuss observed changes and their wellbeing

3

Disconnecting/spreading negativity within the team

Is there an individual who puts projects or people down? Are they speaking negatively about the workload or business?



What to watch out for

Openly negative in team meetings/cross-departmental meetings or in general around the business, disengaging with people they're meant to be working on projects with

What to do

- Talk to them to understand the root cause
- Develop next steps to support and change their behavior
- Review their workload and [holiday history](#)

4

Constantly tired

Is someone consistently tired or sleepy? Is this behavior out of character for them?



What to watch out for

Arriving late to the office, logging on later than usual, signs of exhaustion (yawning, inattentiveness, missing meetings)

What to do

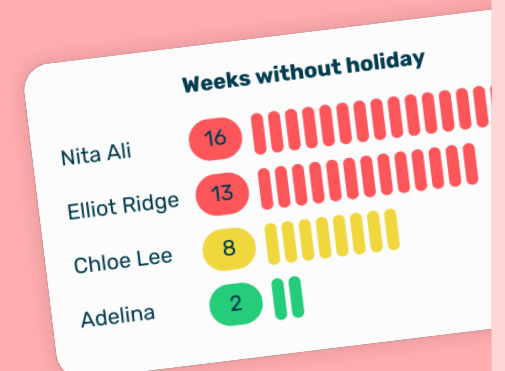
- Talk to them to see if they need support or if something outside of work is affecting their sleep
- Check their calendar for upcoming annual leave

Say goodbye to sifting through reports to spot employees at risk of burnout with **Breathe's burnout monitor tool***.

With a clear visual report, you can effortlessly identify employees who haven't taken a holiday and promptly remind them to take a break before burnout sets in.

Try it for free

*This feature is available on Regular plans and above.



Breathe surveyed 1,000 working adults aged 18-65 in the UK between 25th and 26th July 2024. The survey was carried out via Pollfish.