



Preventing Burnout

RESET promotes and protects physical and mental health of serving, and former, members of the emergency response service (police, fire, ambulance, coastguard, armed forces and NHS) providing recreational space, retreats, activities, support, education, support and advice.

Reset's charitable strategic aims are

- **To reduce** the levels of stress experienced
- **To build** mental resilience, reduction in stress & vulnerability to burnout
- **To inform** organizations how their workplace can reduce burnout amongst

Reset will

- **Roll out a retreat program** and on-line resources for the benefit of all
- **Use 87 acres of land in Worcestershire**, on the Malvern Hills, in an area of outstanding Natural Beauty, to deliver the retreat other services
- **Develop as a centre for excellence** for personal effectiveness, stress reduction and happiness.

How to get in touch

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RESET exists to;

- Develop deeper understanding within the emergency response community
- Empower staff and volunteers across emergency response services
- Contribute to individual and organisational change
- Generate learning to inform individuals, organisations and working practise
- Build a sustainable legacy of impact within services
- Reduce "Burnout", sickness, ill-health and associated mental health difficulties
- Conduct research and evaluation to improve efficacy of interventions

What is burnout, what are the signs and symptoms?

For people in the emergency services, the emergency response community or emergency responders (ER), the prevalent norms are to put other people first, be selfless, work hard and “carry on regardless”, working long hours and doing whatever it takes to do your job, help and serve people going the extra mile and giving your all. Burnout can often hit those people who give their all, lead the way, are “doers”, take high responsibility and are people we all rely on.

Burnout definitions vary but to us it is a psychological and physical syndrome, with related physical and mental health implications, that can emerge after prolonged interaction with, and response to, interpersonal stress factors on the job.

Burnout is a syndrome, not an illness or defined mental health diagnosis, resulting from prolonged and chronic workplace stress experienced, or our psychological response to it, that has not been successfully managed.

Signs of Burnout. Burnout can usually be characterised by three dimensions:

1. **Exhaustion**, feelings of overwhelming energy depletion.
2. **Alienation from (work-related) activities**, increased mental distance from your work, or feelings of negativity or cynicism related to the job, work and your role
3. **Reduced performance** or professional efficacy.

More simply put, if you feel exhausted, start to hate your job, and begin to feel less capable at work, you are showing signs of burnout. Personality traits and thought patterns, such as [perfectionism](#), control, others relying on us and [pessimism](#), can also contribute. Loss of interest in work, not being able to cope at work, sleep problems, fatigue, headaches, stomach problems, dizziness, seizures, anxiety about work, weight gain, using drugs or alcohol and even suicidal thoughts can all be signs you may be suffering burnout. These are also some signs of burnout and is often the first thing people may notice.

Burnout seems to be an increasing problem facing members of the military, emergency services and health sector. There is ample academic research evidencing the significant personal, organisational and economic cost of burnout. Burnout manifests itself organisationally in reduced organisational effectiveness, emergency response times, increases in staff sickness, absenteeism, presenteeism, lack of organisational resilience and the consequential risk to public safety and security.

Any individual that may be suffering from burnout should be advised to seek support, advice, support and guidance from their GP and or Psychiatrist, Psychologist, Mental Health Specialist, Occupational Health, Employee Assistance Programme or HR. Any organisation advising any employee should advise consultation with their GP to consider appropriate treatment, support, and other possible causes first. It shares some symptoms with low mood, depression and anxiety disorders. It should not be concluded too early that individuals have burnout.