



Work-Life Balance

Burnout

Most people know that overworked employees eventually burnout. Burnout is the physical and psychological response to long-term stress.

- **Loss of interest:** Burned-out employees cannot make themselves care about their work, which is the source of their stress.
- **Lack of emotion:** Emotional responses are abnormal when someone is burned-out.
- **Loss of motivation:** Former motivators no longer are effective.
- **Possible depression:** Burnout is closely linked to depression.

Stress

Work is the main source of stress for most Americans. Stress' connection to obesity for workers in sedentary jobs is more significant than diet, according to research published in the *Journal of Occupational and Environmental Medicine*. The effects stress on heart health can be deadly.

Signs of Stress:

- **Overemotional:** People under stress can find it difficult to control their emotions.
- **Lethargy:** The physiological impact of stress can cause lethargy.
- **Restlessness:** Stress can make it difficult to focus, causing hyperactivity and restlessness.
- **Anxiety:** Prolonged stress can cause anxiety disorders.

Ask Employees for Suggestions

Employees have some of the best ideas on how to improve their jobs and the company as a whole. These ideas, however, are not always communicated. Many employees do not feel that people in management care and most managers do not have the time to sit down with each employee. The best way to hear about new, innovative ideas is to create an employee suggestion program.

- **Make it simple:** Create a simple process for giving suggestions; complicated rules do not encourage creativity.
- **Respond:** Let employees know that you have their suggestions and will consider them.
- **Thank:** Thank each employee who gives a suggestion, even if they are suggestions you do not use.
- **Reward:** Employees who come up with useful suggestions need to be rewarded.