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How to Beat Burnout and Revitalize your Career

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How to Beat Burnout and Revitalize Your Career
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HOW TO BEAT BURNOUT AND REVITALIZE YOUR CAREER

For many employees their day-to-day routine barely changes. Job satisfaction can decline due to lack of challenges and loss of interest. When work becomes repetitive the work environment can become toxic and employee burnout can occur. Employees may feel trapped in their position—underappreciated and under-utilized. When this happens it can be hard for them to see the future. Employees can lose focus and become unmotivated, which in turn can result in low productivity and poor performance.

Even if you feel stuck, there are methods that can be used to “shake things up” in your career. It can be worth it to take a step back in order to see what is still working and what is no longer working. According to Reinhold (1997), understanding the areas that need to be changed can help you to successfully achieve desired goals and keep you moving forward in your career.

Here are five ways to revitalize your career:

1. **Swap Shops.** Taking on tasks or assignments that are out of the ordinary can be a great way to break up the day and learn a new skill. Taking on different responsibilities and challenges can help boost performance and keep work interesting. Work can also become more meaningful and satisfying when helping to meet the day-to-day needs of others and, in turn, meeting your own needs.
2. **Teaming.** This work-friendly strategy can help motivate and inspire creativity. When coworkers from different departments get together to work on a project, the outcome can be beneficial to the individual as well as the organization as a whole. Different perspectives bring new ideas to the table. Working within a team environment can also provide new opportunities to increase productivity and accomplish new goals.

3. **Renew work space.** A simple step like livening up your work space can be a small change that can make a big difference in your physical surrounding. Adding plants, pictures, and rearranging furniture can help transform your environment and bring personal empowerment and invigoration. A rearranged space can inspire a positive outlook and an attitude that is ready to take on challenges. An organized work space can bring on new perspectives, generate ideas, and boost morale.

4. **Flexible Work Arrangements.** Time is something that everyone manages differently. By adding more flexibility to your work day (i.e., changing your schedule) you can get out of the same mundane daily routine. A small alteration such as working from home or coming into the office a little earlier or later, can effectively give you the focus you need, allowing you to get the work done by breaking out of the box. Flexibility can also provide better work/life balances by reducing the stress of making it into the office at a certain time, thus letting you get things done that are normally put off.

5. **Strategic Support Groups.** Becoming involved in a strategic support group is a great opportunity to share feedback, solve problems, and discuss ideas. This form of peer coaching can help give you the tools you need to grow within your career. This type of group does however, take a certain level of loyalty, commitment, and confidentiality to each member. A few basic rules to maximize the efficiency of the group are:
• Meet regularly at a mutually time;
• Focus on positive strategizing— not complaining;
• Support each other’s achievements and viewpoints;
• Commit to giving feedback; and
• Have homework assignments for each member to complete before the next session.

Revitalizing your work increases energy and alertness. By taking accountability for your relationships, work space, and goals, you can break out of the robotic routine and realize what you do is meaningful, valuable, and important. Incorporating flexibility, new challenges, and support can increase productivity, boost morale, and open the door for new opportunities.

Additional Recommendations to Help Beat Burnout
• Talk a walk at lunch;
• Workout at a gym before or after work;
• Invite a coworker or team members out to lunch;
• Set aside time to think about work tasks that interests you;
• Keep fresh flowers at your desk;
• Dress up more;
• Meet with coworkers to brainstorm ideas in a relaxing environment;
• Listen to humorous books in the car on the way to work; and
• Try doing crossword puzzles on your break.
Author's Bibliography

Laura Berdebes is currently a student at Goodwin College in East Hartford, Connecticut. She is enrolled in the Management and Leadership Business program with a goal of graduating in June of 2015 with a Bachelor’s Degree. She is currently employed at an Environmental Consulting firm in Glastonbury with roles in Marketing and Administration. Upon graduation, she plans to take the skills that she has acquired and explore new opportunities for growth and development within her present organization.

REFERENCES
