

Exhausted frustrated and searching: Engaging burnout as a path to embracing balance

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ABSTRACT:

At present, we have five generations all co-existing in the workforce, with different ideals, motivators, and work styles competing for attention and recognition. Intergenerational collaboration with the current generation of leadership creates a powerful dynamic of challenging boundaries for those seeking the survival of healthy professional lanes.

KEYWORDS: Adaptability, Mindfulness, Self-awareness

INTRODUCTION

We have been working and living in an ever-increasing demanding environment for decades. Extended and increasing responsibilities and pressures have exacerbated emotional, mental, and physical exhaustion. Combining the increase in workplace demands with the past two years of COVID restrictions, it is not surprising that people are feeling overwhelming moods of fatigue, frustration, and dissatisfaction with their state of life.

These moods reverberate in our workplaces, personal lives, and even relationships. According to Forbes reports that the statistics are noteworthy:

- Increased reports of Burnout
- Over half (52%) of survey respondents are experiencing Burnout in 2021—up from the 43% who said the same

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and individual well-being and united to cause physical and psychological challenges.

According to the World Health Organization (WHO), Burnout is an occupational phenomenon resulting from unmanaged, chronic workplace stress. The WHO further

the workforce into an imbalance of needs and demands.

Digging into the data more, The Great Resignation is

- Resignation rates were highest among those employees between the ages of 30 to 45
- Resignation is highest among mid-career employees
- Resignation is highest in the healthcare and technology
- Increased workloads/responsibilities, hiring freezes, and other demands- employees have reached their breaking points.
- Serious consideration of overall work and life goals.

In between expectations and demands, our society revisited the search for greater meaning in their work and better yet another outcome, now called quiet quitting. Employees are considering their careers, salaries, and how they are treated at work. Supplementing the above negative feelings, according to the Pew Research Center survey, the three top reasons Americans quit their jobs are lack of advancement opportunities, low pay, and disrespect .

the well-being of employees, and choices are made in various conditions. Quiet quitting is the latest workplace catchphrase, and while descriptive, it exposes the root cause Quiet quitting has been described as a rebellion against the culture of giving above and beyond what a job requires. Quiet quitting does not mean an employee has left their those requirements within their prescribed job description to circumvent additional duties and extended work hours. These employees seek to complete their core duties while setting boundaries to improve work-life balance but choose to do it without directing attention to their choice. Quiet quitting can be one way for employees to cope with degrees of Burnout and alleviate stress. However, quiet quitting could also signify that an employee is not happy in their position or is experiencing symptoms of burnout. It may also mean they are ready to change positions or looking for another job. This awareness could serve an organization as an intervention point to intercede and demonstrate genuine care and conversations about the employee experience and organizational culture around expectations and occurrences (Moss J, 2021).

Several variables contribute to quiet quitting, such as unrealistic expectations, lack of support, and lack of appreciation for employees, as well as toxic workplace environments . The more prevalent attitude on expressions of quiet quitting is the rejection of one's professional work

having the priority standing in your life. As an employee, you should be mindful of going above and beyond in your a position with the hopes and expectations of recognition, rewards, and possible promotions. However, those times have dissipated, and the reward, for most, is not there. Shifting from that realization, according to Organizational psychologist Ben Granger, quiet quitting is also considered a pathway for employees to protect their mental and physical health in a toxic work environment.

While the pandemic brought forward the possibility of choosing work/life balance as a priority, it certainly has impacted the workforce and workplace culture. The impact of social restrictions and the shift to the remote workforce required individuals to have more time to consider the quality of their professional experiences and the impact on their work-life balance . Results vary, but the consensus is that priorities have shifted from career demands to a greater focus on quality of life.

- Not attending meetings
- Arriving late or leaving early
- Reduction in productivity
- Less contribution to team projects
- Not participating in planning or meetings
- Lack of passion or enthusiasm

Before The Great Resignation, Burnout, and behaviors were already present within the work environment but rather than considered a symptom of the organizational culture. A pandemic, a shift in demands, and a lack of authentic connection with others have resulted in individuals seeking better experiences and treatment as a workforce. Burnout, Great Resignation, and Quiet Gr, for J0sf

organization's culture and provides resources for employees to live healthier lives, employees invest in better self-care.

Overall, organizational culture is essential, and it is equally