

## Here's 20 Common Triggers for Burnout

### High Demand / Low Resources

- High customer/client service needs
- Customers/clients perceived as “difficult to help or improve”
- Work overload: more work than time
- Role ambiguity
- Role conflict
- Lack of appropriate staffing levels
- Management keeps adding work without understanding how it will get done

### Personal/Social

- Lack of support from family and friends
- High levels of stressful life events (losses, health, relationships, finances, children needs, etc.)
- Limited active coping skills
- Lack of support from co-workers or leaders
- Conflict with coworkers

### Organizational Factors:

- Lack of structure
- Unclear expectations
- Low autonomy
- Job/financial insecurity
- Inadequate promotion/advancement opportunities
- Lots of work hassles and barriers
- Negative work environment (e.g. bullying, harassment)
- Absent manager

**What are your personal triggers?**