



ISSUE NO. 2

G & G Collective

10 SIMPLE

GRATITUDE
PRACTICES

PG. 5

Work/
life balance
musts

PG. 4

SPRING HAS
SPRUNG





HOW TO AVOID BURNOUT

AND KEEP THE FIRE IN YOUR BELLY

By Suzanne Williams

So first things first, what exactly does "burnout" mean?

Ayala Pines and Elliot Aronson authors of 'Career Burnout: Causes and Cures', describe it as:

"A state of physical, emotional and mental exhaustion caused by long term involvement in emotionally demanding situations."

Now the key takeaway here is "long term", you might experience what we all refer to as "stress" at work or home but this is usually something that is short term, when this stress continues on a daily basis for an extended period, this is when you may experience burnout.

So what might you be feeling if you are experiencing burnout?

Do you dread going to work each day?

Do you have low energy levels at work and even once you've left work?

Do you get irritated easily by work colleagues or clients?

Do you have a negative attitude towards your work?

Do you frequently think about getting a new job?

Do you feel that your work has no meaning or contribution?

Well these are all feelings and behaviours that are associated with a person experiencing burnout.

So this is all lovely in theory but what can I do about it?

Well from my last 10+ years in a corporate HR career helping others manage their careers, managing my own career, as well as reading many academic papers and research articles on being the happiest healthiest you at work, here are my top 4 recommendations.



1. Take some time to objectively assess your job.

Dan Pink has an excellent video (click [here](#)) that highlights the key to happiness and increased performance at work: 'autonomy, mastery and purpose'.

At a high level this means that you want to ensure your work has the following elements:

Autonomy – the ability to be self-directed. No one wants to be continuously told what to do to.

Mastery – getting better at the things you enjoy. People want to excel, it's fun and most importantly it's satisfying to achieve something of value to you.

Purpose – human beings naturally want to give and help each other. Being able to make a contribution makes you feel good and can re-energise you.

Does your job have all of those 3 factors? If not, rather than throwing the baby out with the bathwater and rushing to a new job, can you talk to your boss and make some changes to your role that can allow more of these things?

2. Take holidays!

Sounds like a no brainer right? But, the number of people that will just continue to work even though they are exhausted is overwhelming. If you don't take the time out to rest and rejuvenate than you will never be able to perform or feel your best.

Taking holidays has numerous benefits for your relationships, perspective, physical, mental, and emotional health. Booking a holiday well in advance is also a great idea.... then you always have something to aim towards and look forward to on those tough days at work!

3. Learn to manage stress

The number of times in my career that I would see people causing themselves no end of stress over very small things was nothing short of insanity. We are human beings and we all make mistakes, it's okay the world will not end with these little mistakes. Trust me, it just won't!

Now we most certainly can't control what is thrown at us or how others behave, but we can control how we behave and how we react. Not going to get that report done on time because your phone has been ringing off the hook with client requests? It's not the end of the world, and unless that report is going to be saving babies then I'm sure your boss will be understanding when you let them know it has been delayed.

4. Last but by no means least, exercise!

Remember what Elle Woods in Legally Blonde said "exercise gives you endorphins, endorphins make you happy, and happy people just don't shoot their husbands!" Now that's an added bonus right?

But all jokes aside, research has shown time and time and time again the benefits of exercising to your physical and emotional health - just 30 minutes a day. So add it to your priority list and help combat the burnout blues.

So why not try a few of those tips this month and give you career a bit of a spring clean!

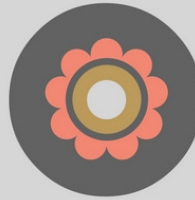
"TAKING HOLIDAYS HAS
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HEALTH."



WORK/LIFE BALANCE

**Suggestions on
how you can add
a little more
sanity into your
life!**

WORK/LIFE BALANCE MUSTS



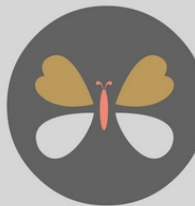
Acceptance

Accept that we just can't possibly have EVERYTHING in life. What are the top three most important things to you and what are the things that you need to let go of?



Schedule your priorities

How often do you think "...I need to prioritise what is on my to do list?" Well it's time to kick that way of thinking. You need to flip this mindset and instead "schedule your priorities". What are those things that are really important to you in point 1? Whatever they are, prioritise them and make those things happen first.



"Me" time

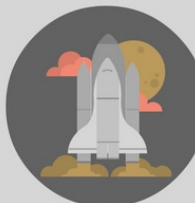
Give yourself 15-20 minutes a day of pure "me" time. Sit quietly, meditate, listen to music, whatever it is just be and let yourself relax. You'll be amazed at the health benefits of this simple technique.



Fuel your body

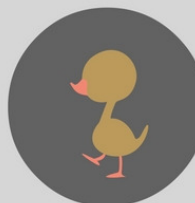
Nourishing foods, exercise and sleep are all critical. If you're out of balance with your self-care routine and feel overwhelmed trying to contemplate how to eat, exercise and sleep better then don't do it all at once! Small steps are key.

Simply start with the most important one...FOOD. Eating nourishing whole foods as often as possible is a great first step. The right foods will fuel you much longer than eating a cheeseburger and slogging it out on a treadmill for hours.



Expect the unexpected

Things are going to come at you from left field and throw your plans out of whack. Just roll with it and don't beat yourself up about it. Life is full of surprises so just accept them.



Add joy

Add joy into EVERYDAY! If you are not enjoying life and having fun, then you're not really living! Life is too short to be so serious, be silly, be free and laugh.

*"Never get so busy making a living
that you forget to make a life"*



10 simple gratitude practices

Keep a gratitude journal, add to it each week 1 good thing in your life

Include a random act of kindness in your day

**Notice your favourite
feature of yourself.
Celebrate it!**

*Put down
your phone,
be present*

*Reflect & meditate on the
things in your gratitude
journal and celebrate the
good fortune in your life*

Appreciate your health

*Before you go to sleep at
night think of 3 things you
are grateful for in your day*

Next time you're outside, stop and notice the beautiful things all around you. The sky, trees, birds or even neighbourhood gardens - there is so much beauty all around us.

Smile more!

*Say thank you to the important
people in your life for always being
there for you*

A close-up photograph of several pink carnations with ruffled petals, some in shades of light pink and others in deeper magenta. They are arranged in a bright orange ceramic pitcher that has a curved handle. The pitcher sits on a dark brown wooden surface. The background is a light-colored, horizontally-planked wall.

"What is the
pot of gold that
justifies
spending the
best years of
your life hoping
for happiness in
the last?"

Tim Ferris

BOSSSES FROM HELL



HALLOWEEN SPECIAL EDITION



ISSUE 03

G & G COLLECTIVE

OCT '16

"No it's not a Halloween joke, my boss resembles Frankenstein....and that's on a good day! How to deal with 'those' bosses that you just can't stand to be around."

