

## Individual Employee Resource

### Is this stress, or is this burnout?

Stress and burnout get treated as the same thing, and the advice for one doesn't always help the other.

#### Stress

**Stress feels urgent.**

Burnout often feels like nothing left to give, including the energy to feel stressed.

**Stress passes when the workload eases.**

If a quiet week doesn't restore you the way it used to, pay attention to that.

**Stress is about the work.**

Cynicism or distance from colleagues are burnout markers, not just a bad month.

Recognising which one you're dealing with matters because the way back is different.

#### Burnout

**Burnout feels flat.**

**Burnout doesn't.**

**Burnout starts to be about you.**



You don't need to wait until it feels unmanageable. Support is available for a quiet conversation, whatever is driving it.