IOP 2026

SAT 11:45

Identifying Early Warning Signs of Burnout



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Mind on the Job



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Identifying Early Warning Signs of Burnout

Who?

Why?

How?

What?

…So?



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WHY

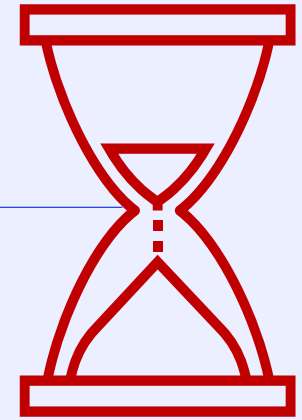
SHOULD WE

IDENTIFY EARLY WARNING SIGNS

?

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Burnout Gets Diagnosed Late



Common experience, with consequences:

- Late-stage symptoms are often worse
- Simpler treatments may be less effective
- Affected individual can enter resource-loss spiral
- Contributing hazards affect other workers

Early identification would help a lot of people!

BUT ALSO…

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Burnout Is Characterised by Severe Symptoms

ICD-11: “Burnout is a syndrome… resulting from chronic workplace stress… It is characterised by three dimensions:

1) feelings of energy depletion or **exhaustion**;
2) increased mental distance from one’s job, or feelings of negativism or **cynicism** related to one's job; and
3) a sense of **ineffectiveness** and lack of accomplishment.”

HOW

DID I

IDENTIFY EARLY WARNING SIGNS

?

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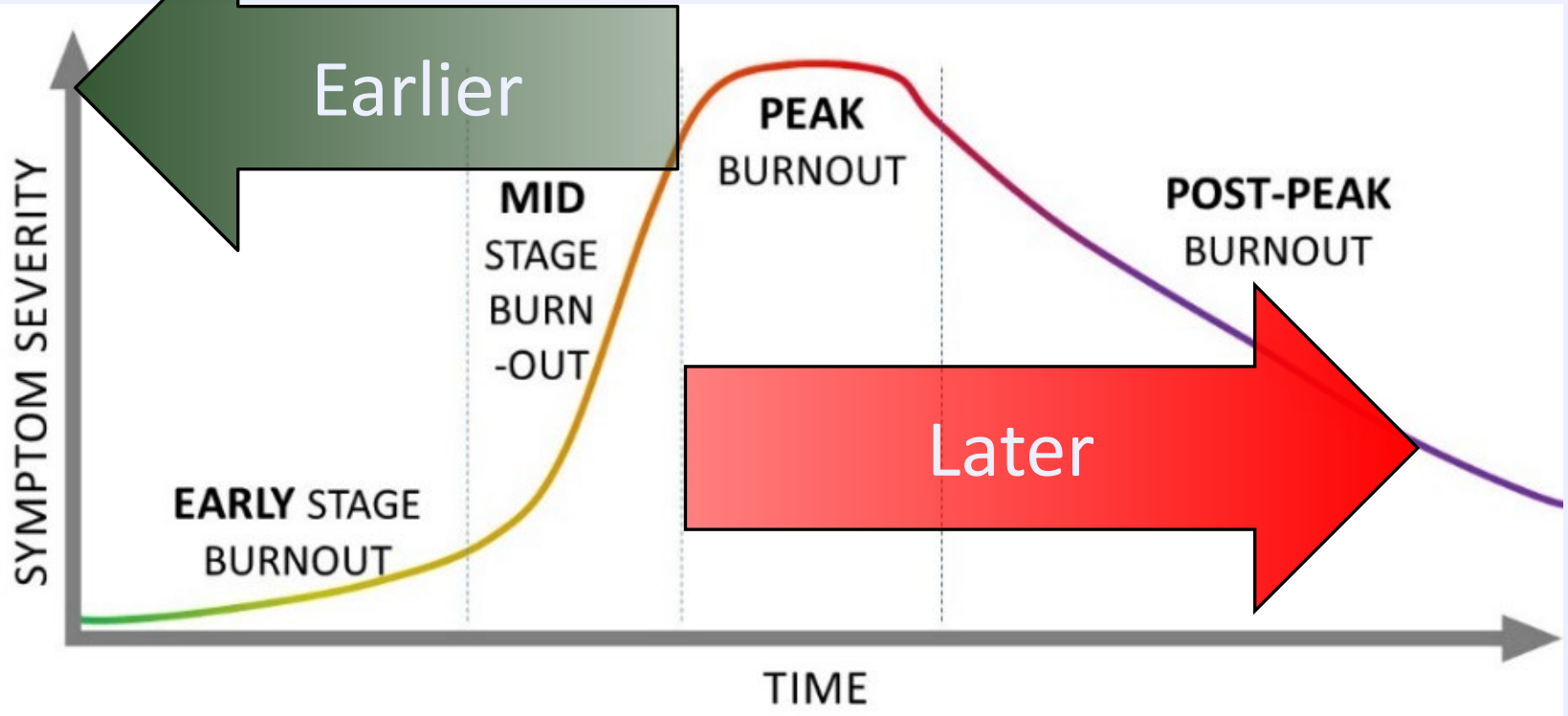


Figure 1: Stages of change in burnout symptom severity over time

MID-STAGE BURNOUT

This is a stage when lots of new symptoms emerge, while others get a lot worse, over just a few weeks or months.

Using the four stages model, please indicate when you think each symptom FIRST emerged in your most recent experience of burnout.

For any symptom you didn't experience while burning out, please select 'N/A' (not applicable).

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WHAT

EARLY WARNING SIGNS DID I IDENTIFY

?

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In short…

- Participants reported early-stage burnout experiences that:
  - include symptoms from the conventional model of burnout, AND
  - include symptoms from newer models of burnout, AND
  - include symptoms indicative of a chronic stress condition, AND
  - seem less severe than as represented in
    - some items in conventional tools, and
    - some elements of conventional descriptions

So what?

WHAT DOES KNOWLEDGE OF EARLY WARNING SIGNS MEAN

?

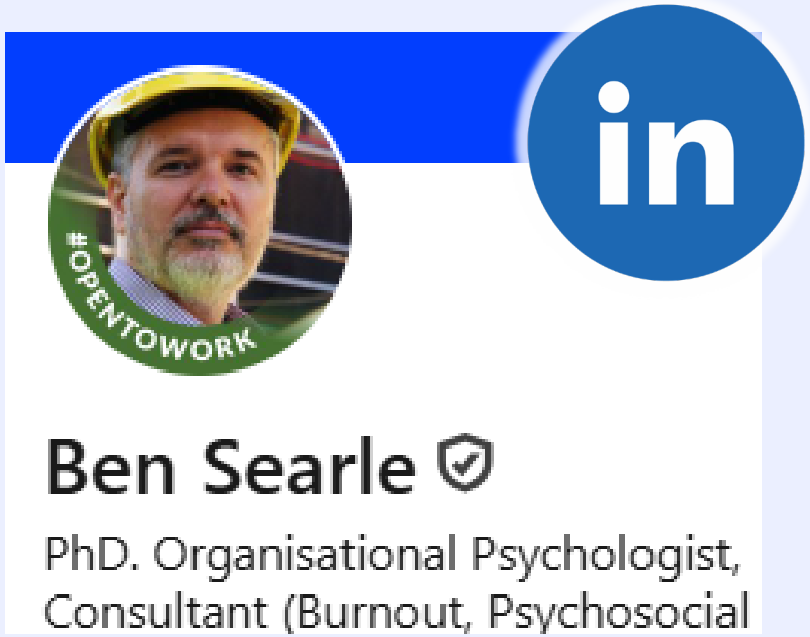
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Implications

1. We may need more complex models of burnout
   - Components: beyond three core symptoms
   - Dynamics: change in symptoms over time
2. We may be able to identify burnout much earlier
   - Opportunities: assessment tools, safety posters, leader training
   - This can ENHANCE investment in burnout PREVENTION

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READ THE PRELIMINARY REPORT



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