

## Workplace Burnout

If you are experiencing signs of work stress, you are not alone. A 2021 study by Indeed.com shows a significant rise in workplace burnout. Out of 1,500 U.S. workers across age groups, experience levels and industry sectors, 52% reported experiencing burnout in 2021, compared with 43% in 2020.

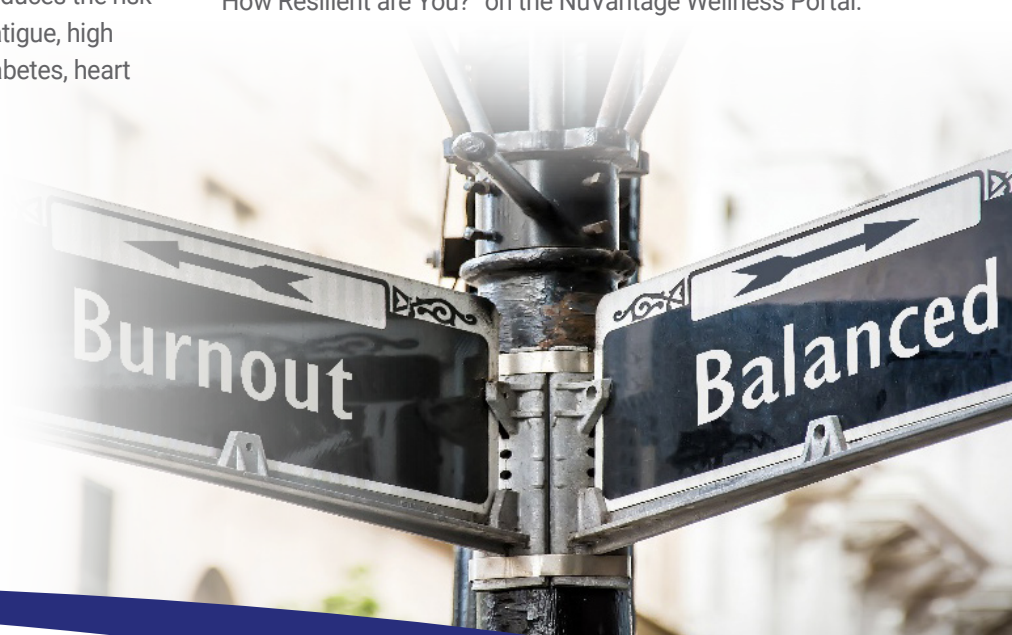
Feeling overwhelmed, fatigued, disengaged or numb may be an indication of workplace burnout. Job pressures that leave you feeling out of control or in conflict with personal values can contribute to the stress you experience at work. Being proactive about dealing with workplace stress reduces the risk of resulting physical illness, which can include fatigue, high blood pressure, insomnia, substance misuse, diabetes, heart disease and lowered immune response.

### Actions to reduce burnout include:

- Share concerns with work superiors.
- Maintain healthy boundaries.
- Keep worktime to scheduled hours.
- Identify work tasks that support your values or passion.
- Nurture relationships at home and at work.
- Incorporate body movement into each day.

- Step outside for fresh air and sunlight.
- Engage in hobbies that bring joy.
- Create a success board of accomplishments.
- Keep and reread notes of appreciation.
- Practice gratitude and share gratitude with co-workers.

Go to **Member Intake** to access NuVantage behavioral health counselors who offer support to heal from burnout and stress. You can also search “**burnout**” or complete the assessment “How Resilient are You?” on the NuVantage Wellness Portal.



When you are struggling with a situation in your life,  
you need the right help at the right time. NuVantage is here for you.

Free and confidential.

24 hours a day, 7 days a week.

**800.577.4727**

NuVantage.org | NuVantage@lssmn.org



Lutheran  
Social Service  
of Minnesota

Provides NuVantage Member  
Resource as a service

**Imagine** new possibilities.  
**Create** solutions that work for your life.

## Spring into Estate Planning

Reap future benefits for your family by cleaning and organizing this spring. Consider including estate planning on your spring task list.

- Create a will or trust; or review your current one for necessary updates.
- Complete a valuation of family heirlooms and beloved possessions.
- Designate new owners for legacy property.
- List favorite charitable organizations you want to include in legacy giving.
- Prepare or review your Health Care Directive and Power of Attorney.

Checking off each task is a step closer to a planned estate. Making thoughtful choices now may relieve loved ones of making challenging decisions during future stressful events.

The NuVantage Wellness Portal offers legal forms and worksheets for legal issues. These tools provide an outline of the information estate planning attorneys will request when setting up simple or complex estate plans. Find templates and preparatory worksheets under the **Law and Legal** button at the bottom of the portal home page or use the magnifying glass to search for specific forms by topic.

## Wellness Portal Webinars

**12:30-1:30 p.m. CST**

Access registration on the right side of the Wellness Portal main webpage.

Archived webinar recordings are available at the bottom of the home page.

**March 8** – Workplace Differences: A Matter of Style

**April 12** – Parenting Your Teen: Managing Conflict and Problem-Solving

**May 10** – A Balancing Act for the Work and Personal Life Seesaw

**June 14** – Healthy Living: Navigate Life Transitions

NuVantage can help.

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