

Work Stress & Occupational Burnout

Separating workload, role conflict, values conflict, and personal patterns that intensify strain.

Different kinds of work stress

- Volume: too much work for available time and energy.
- Control: responsibility without enough authority or resources.
- Values conflict: pressure to act against what feels important.
- Relationship strain: conflict, poor leadership, or unclear expectations.
- Internal pressure: perfectionism, overresponsibility, or difficulty disengaging.

Practical responses

- Clarify priorities and what can be deferred.
- Document expectations and communicate workload limits early.
- Use transition rituals so work does not occupy the entire evening.
- Protect basic recovery before adding more productivity systems.
- Decide what is an individual coping problem versus a workplace systems problem.

Try this reflection

Which part of your stress is actually changeable by you, and which part requires a boundary, conversation, or system change?

Using this resource: For education and skill-building only; not diagnosis, medical advice, or crisis care. If you feel overwhelmed, pause and seek appropriate professional support. In the U.S., call or text 988 for crisis support; call 911 for an immediate emergency.