



STRESS TIP: SPOTTING YOUR GROWING BURNOUT

Ignoring job stress because you feel in control of your workload is a decision you should make with awareness. The path to burnout is a slow boil. It often builds quietly. Seemingly manageable at first, physical fatigue, emotional detachment or reduced effectiveness soon appear, making it clear that

the warning signs were easy to overlook. If you are under especially difficult job stress, it doesn't mean you are going to burn out, but it does mean your stress deserves attention before it compounds. Burnout is not a buzzword. It's a recognized occupational phenomenon. Continuum EAP doesn't require

you to be totally burned out before you explore the support, guidance or the practical tools it offers to manage stress early. It will help you maintain balance and prevent small pressures from escalating into sustained stress, which increases the risk of burnout.



CONGRATS, YOU'RE RETIRING! BUT...

Retirement feels like the dream: total freedom, no deadlines, and enough financial security to do whatever you want each day. But heads up — for many people, that freedom eventually brings a surprising kind of dread. The human brain loves structure, purpose and identity. Your job likely provided these things, but the need won't vanish. If you ignore this reality, you may discover that days blur together and you lose direction. The excitement of “doing anything” is replaced by subtle restlessness. Boredom may follow. Some may feel guilty for not feeling happier.

Prevent this drift by planning for a new structure with goals, creative projects, volunteering or learning. Take advantage of employer resources and learn more with the book, *“Keys to a Successful Retirement: Staying Happy, Active, and Productive in Your Retired Years.”*

EXPLORE THE POWER OF “EXERCISE SNACKS”

If you have only a few minutes to spare at different times during the day, capture the moments to improve well-being with “exercise snacks.” Exercise snacks are brief bursts of physical activity that last a few minutes at most. They boost energy, support cardiovascular health and counter the effects of prolonged sitting. You may not be able to exercise regularly like you should, but you can sneak in short, practicable movements at opportune moments during the day that will deliver meaningful health benefits. There are dozens of one-to-five-minute exercise snacks you can try. Get a list by googling: “Exercise Snacks Poster.” Print and post near your work station.