

# BURN-OUT – PHASES OF WITHDRAWAL

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## Phase 1: (“Too”) High Functioning

- Committed to all tasks
- Always involved and available
- Willing to do anything asked – losing sight of limits
- Having to work hard at refuelling through high calorie intake, escapism

## Phase 2: Becoming Disillusioned

- Begin to avoid certain people and/or tasks
- Use of humour may be inappropriate
- May have lapses of concentration
- Beginning to doubt self

## Phase 3: Withdrawing

- Loss of enthusiasm for work/life/family
- Many people and tasks are now major irritants
- Issues at work affecting personal life and vice versa
- May develop a “royal attitude problem” – becoming abrasive
- Making decisions or concessions normally wouldn’t

## Phase 4: Complete Disengagement

- A complete disdain for many people and/or tasks
- Loss of all patience and sense of humour
- Serious thoughts of leaving or quitting – just wanting to give up
- Possible signs of depression, panic, hopelessness