

What is burnout and what does it feel like?

In this blog post, Tessa Warinner, wellbeing adviser at the School of History, Classics, and Archaeology, discusses 'Burnout' – a rising concern in academia. Tessa discusses what it feels like, its prevalence, impact, and signposts helpful resources for managing it. This post belongs to the **Hot Topic theme: Critical insights into contemporary issues in Higher Education.**

I'm sure you've come across the term 'burnout' while scrolling through your social media and news feeds. I've personally noticed an increase in public conversation about it since the start of the Covid-19 pandemic in 2020. Like many psychological terms, the actual meaning of it can get lost in the chatter. The World Health Organisation (WHO) characterises burnout as 'an occupational phenomenon'. They define it as

"a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed."

They said that the three main dimensions are as follows:

- feelings of energy depletion or exhaustion
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
- reduced professional efficacy.

In my experience as a wellbeing adviser, I've frequently had both students and staff tell me they're feeling burnt out. They usually tell me about experiencing symptoms that closely resemble the Maslach Burnout Inventory, which is the go-to questionnaire for measuring if a person is experiencing this phenomenon. Some of the symptoms are:

- **Exhaustion:** feeling emotionally drained, frequently

frustrated with your work, feeling at the end of your rope, and feeling like it's too much effort to directly interact with people at work.

- **Depersonalisation (or a loss of empathy for others):** feeling afraid that your job has made you more callous towards others, you are out of patience by the end of the work day, and you feel like you are too tired to get up to face another day at work.
- **Personal achievement:** feeling like you haven't accomplished anything worthwhile, you don't feel you're positively influencing others, and you struggle to create a relaxed work environment for yourself and others.

If any of these resonate with your personal experience, you are far from alone. Mental Health UK released a 2024 report about the YouGov poll they ran about burnout. They found that 91% of workers reported feeling extremely stressed out in the past year. One in five workers reported needing to take time off work for burnout symptoms in the past year. It's safe to say that at least one person in your inner circle has felt burned out at some point in their lives. I guess that means you're in good company, right?

Can students experience burnout?

The current definitions of burnout are worded for people working in jobs. In my experience, I have found that students frequently report burnout symptoms while completing their degree. Going to lectures, working on assessments, and attending exams can involve as much energy as someone working a full-time job. Coupled with the rigorous academic expectations that come with attending the University of Edinburgh, it's natural to feel worn down by it. Academic burnout appears to be under-studied, but a 2023 study found that out of the 22,983 students they included in the sample, over half of them were currently experiencing it. They also found that certain factors such as being male, having higher

marks than the class average, and smoking cigarettes led to higher levels of academic burnout.

This study highlights the importance of understanding how burnout does not occur in a vacuum. I tell students (and my co-workers) that it is a very stressful time to work and study. We're collectively doing our best to cope with trying to see our friends and family, exercise, do chores, drink enough water, get eight hours of sleep, keep our screen times low, not get Covid-19, manage our money while we deal with the cost-of-living crisis, and watch our government deal with global geopolitical instability. In my professional opinion, experiencing at least some burnout symptoms is a normal response to these abnormal circumstances.

What can be done if you feel burnt out?

If anything from this post resonates with your experience, it's worth taking this burnout quiz by HealthCentral. This is not a diagnostic tool, but it can help you organise your thoughts around how you're feeling. It can help structure further conversations with medical and mental health professionals. There is also a great book called *Burnout: Solve Your Stress Cycle* by Emily and Amelia Nagoski, which does a deep dive into the phenomenon and has practical tips to help you feel better.

If you are a current University of Edinburgh student and don't know where to start addressing burnout, it's worth referring into Student Wellbeing Services using our referral form. A wellbeing adviser can meet with you to discuss your situation and come up with a bespoke support plan for you. Personally, I usually recommend taking time to rest and getting clinical help to help alleviate burnout. I would put them in touch with their student adviser to discuss the logistics around taking a leave of absence or an authorised interruption of studies, if this is what the student would like. I'm very mindful that students are typically reluctant to take any significant time

off as they would like to graduate within four years, so I would usually find ways to build in more time for rest in their busy schedules. I would also help them find ways they can access therapy to talk more about their feelings. This can be through the University Student Counselling Service or external services located around the city.

If you are a staff member, time and clinical help are also the way to go. I would recommend speaking with your line manager first to discuss your current workload and obligations. There is also the University Occupational Health Service if you don't feel comfortable speaking with them. They will be able to point you in the direction of appropriate services.

All in all, burnout is a very common phenomenon that at least one person in your inner circle has experienced. Having it is no reflection on your character, or your ability to withstand stressful circumstances. No matter what, you're going to get through it. You're going to be okay.



Tessa Warinner

Tessa Warinner is a wellbeing adviser aligned with the University of Edinburgh's School of History, Classics, and Archaeology.

What makes HCA so special?

Tanvi shares her experience of being an international student, and the supportive community of School of History, Classics and Archaeology.

Student life in Edinburgh is colourful and multifaceted, and this is something that the University has continued to provide throughout my time as a student here. My experience at the School of History, Classics and Archaeology (HCA) started during Covid so my entire first year was online. I found that as an international student this eased the transition from home to university for me, somewhat. However, at the same time it sometimes made engagement difficult. I found, though, that the University – and especially HCA – strived to remedy this lack of in-person learning. And now, as a third-year student studying full-time in person, I find that the same opinion of student life here holds up.

Academic rigour



The School of History, Classics, and Archaeology provides not only a large variety of degree options, but also an allowance for flexibility and diversity

within those degrees. In addition to a wide range of course options, HCA implements a balanced but academically challenging environment – something that is put in place from

day one.

From my personal experience as a student from the USA, schools don't have an A-level system and the courses offered are general and broad, with no opportunity for Classics or Archaeology backgrounds. I found that even with no prior knowledge of Classical Archaeology and Ancient History – although I was surrounded by peers who had the opportunity to take a Classics A-level – HCA has ensured an all-round and in-depth introduction to the subject. Overall, the class structure, assessment style, and myriad of course opportunities have allowed me to garner the same proficiency in my chosen degree as someone who had prior knowledge of some of the course material. I have found that other international students with a similar background have shared this experience in other degrees.

In addition to literal content, HCA implements an academic system with additional external support from faculty and such tools as the HCA writing centre and peer mentors that result in a higher output of quality of academic work. Three years at HCA have taught me – besides academic content – the professional qualities associated with research, writing, and presentation in regard to my academic work and external projects.

Faculty

The academic opportunities that University of Edinburgh students have are a product of the faculty. The School ensures a broad panel of faculty spanning multiple historical, classical, and archaeological specialties. This not only allows the greater variety of choice for incoming and prospective students in pre-honours, it also allows honours students to choose from a large pool of academics to determine their postgraduate pathways and dissertation topics/guidance. In this way, the HCA faculty pushes students to explore various topics that allow them to experience a very varied

subject area.

Societies



By far some of the most influential engagement among students in HCA comes from the History, Classics and Archaeology societies. As a member of the Archaeology Society, I have found myself not only meeting other students in my course subject, but also other HCA students in HCA through joint society events. By meeting other people in the same subject as me my academic life has improved, which encourages me in my studies. And by gaining access to the wider HCA student network, this has created and sustained an even more warm and welcoming environment in the School.

In addition to the social aspect of the society programs, the academic and professional opportunities awarded to members and attendees is immensely helpful. Through opportunities like conferences and lectures by experts in various fields, the students of HCA have a wonderful chance to widen their academic horizons while also networking amongst academic professionals. And it allows them to browse and gain familiarity with future career opportunities. The Archaeology Fieldwork Fair instituted by the Archaeology Society provides multiple career and fieldwork opportunities annually in addition to other opportunities offered within HCA. The University also has a number of heritage and collections

internship positions for students in the relevant fields, providing valuable experience for the future.

The wider University community

The resources and support available in HCA are supplemented by the environment of the rest of the University, and its faculty and students. The multicultural and diverse surroundings of the University and the wider Edinburgh area is truly something that not only influenced my decision to attend the University, but has deeply affected my current experience here as a student. As an international student, and a person of colour, the University of Edinburgh has created a central community in which students of all backgrounds, interests, and identities can collectively explore the beauty that the city has to offer.

The word on Societies

Retrospect Journal.

One of the tried and tested ways of finding your feet at University is by joining a Society. Tristan – 3rd year MA (Hons) Ancient and Medieval History – started with a journal

and ended up in Crete.

Undoubtedly one of my biggest anxieties about enrolling at the University was whether I would fit in. This was certainly heightened by the fact that I'm a somewhat more mature student, but it is a worry shared by many, regardless of age. Despite my fears, I was determined to find my place and make the most of my time here – something I realised through my involvement with 'Retrospect Journal', a student-led History,

Classics and Archaeology publication.

'Retrospect', one of more than 290 societies available to join at the University of Edinburgh, centres on the online and print publication of articles written by a team of columnists and proofed by copy editors. Uploaded weekly, they cover all disciplines relating to History, Classics and Archaeology in the form of academic writing, historical fiction, and reviews, to name just a few. It also publishes several thematic print editions throughout the year. In 2020, they included 'Prejudice and Pandemics', 'Histories of Hope' and 'Race in Retrospective' (in collaboration with RACE.ED), whilst 2021's first offering will be 'Development and Deterioration'. If it wasn't already apparent, we also enjoy alliteration.



The Minoan Palace of Knossos, a day trip whilst in Crete.

Whilst the publication of our journal is the crux of the society, it is also a place where I've had the opportunity to get to know and socialise with those involved. Our common interests and working together to produce engaging literature

completely mitigated my worries about fitting in. It has made my student experience one which extends beyond the classroom – although the experience of writing for publication has certainly helped that. Of course, it isn't the only society with links to the School of History, Classics and Archaeology. There are those named for the respective disciplines, all of which offer a huge variety of social and academic events. In February 2020, as part of Flexible Learning Week, I travelled to Crete with the Classics Society; not only a fantastic opportunity for an Ancient History student but through which I've formed close friendships.

If I could give one piece of advice to a prospective student, it would be not to let anxieties hold you back. Through getting involved with societies, whether those affiliated with the School or the University more broadly, you'll not only have a much more valuable experience, but you'll get to know your peers, many of whom may have a background similar to yourself, in a welcoming environment.

Navigating undergraduate academia as a mature student

Much of university recruitment is aimed at school-leavers, but what if you are older or have been out of education for some time? Tristan – MA (Hons) Ancient and Medieval History – told us his story.

In 2018, the University of Edinburgh launched its Access Programme as part of its Widening Participating Initiative. As a 26-year-old who had been out of education for four consecutive years, having previously studied Acting and

Performance, and later Art and Design, I was eligible to apply. My previous study had ignited a fervent interest in History of Art, and it was with the intention of undertaking undergraduate study in this discipline that I enrolled on the Access course. What it revealed to me, through exploring a wide range of subjects within Humanities and the Social Sciences, was that it was history – particularly of the ancient world – that really engaged me and so, the following year, I began my MA (Hons) in Ancient and Medieval History.

By now a 27-year-old student, it would be fair to say that I was incredibly anxious as to what my experience would be like. Would I find my place in an institution filled primarily with students ten years younger than myself? Would I get as much out of the ‘university experience’ than I would have done had I enrolled immediately after high school? Now, coming to the end of the second year of my degree, I’m confident to answer with a resounding yes to both questions, and I feel that my experience has been testament to the need to engage adult learners.

I write all of this as a 29-year-old, well aware of the fact that there are students in my cohort who have been outside of institutional education for far longer, but I think any significant gap in study can fill one with a great deal of self-doubt. There’s an expectation upon young learners that those who are capable go on to higher education immediately after education, and the six years I spent at high school felt as though I was expected to follow that trajectory. I chose a different path and whilst I have absolutely no regrets for studying the performing and visual arts, I realised that neither really engaged in the way that study ought to. Had I not followed those routes, however, I don’t think I would be where I am today (cliché notwithstanding).



On 6 April 2021, I was invited to participate in the Classical Association Annual Conference on a panel entitled, '*Inclusive Classics and pedagogy: teachers, academics and students in conversation*'. What the discussion revealed is the dichotomy between 'the institution' and the individuals within it. Classics has been thrown into the spotlight recently, both in academic terms for the 'dead white men' narrative that pervades it, as well as in news stories surrounding the appropriation of ancient iconography by alt-right groups. Much discussion has been had as to how Classics as a discipline can survive when it seemingly perpetrates elitist ideology, owing to the fact that very few high school students have the opportunity to study it. In fact, I had no idea what 'Classics' even meant until enrolling on the Access Programme in 2018. But I don't feel that has disadvantaged me in any way, nor has my status as a 'mature student'; rather, I feel that it has allowed me to approach the discipline with eyes that seek interdisciplinary study, that see the Graeco-Roman world as one aspect of a rich and diverse ancient world, and that appreciate the diversity of the student experience.

Recently, I launched an article series, 'Classics in Conversation', through my work with *Retrospect Journal* (for those of you who don't know, *Retrospect* is the School of History, Classics and Archaeology's student-led journal). This series poses questions to students both to encourage critical thinking and to provide a space to consider some of the most pertinent issues in the discipline today. I'm delighted with the response we've had thus far, and I feel as though it has highlighted the need to engage students in wider issues through a platform that elevates their voices. Ultimately,

it's my hope that Classics continues to thrive as a discipline, and it is also my hope that more students like myself will feel confident to pursue their ambition.

Read 'Classics in Conversation' on the Retrospect website

Find out more about the University of Edinburgh's Access Programme

The website of the Classical Association