

'Run out of energy': is it time to rethink your career?

By [Dom Lawson](#) 23 April 2024



Football manager Jürgen Klopp is leaving his job as he is "running out of energy" (credit: Getty)

When football coaches, like fund managers, leave jobs, it is normally because they have been poached by a bigger team or, at the other extreme, they have been let go due to poor results.

But when Liverpool manager Jürgen Klopp announced earlier this year that he would end his hugely successful spell at the football club after nearly nine years, it was not for the usual reasons.

Klopp spoke candidly about "running out of energy" and needing a break from the pressures of his job, despite his affection for the club and its fans.

Losing energy while working in a particular job is a good sign that something needs to change, experts say.

Richard Reid, founder of Pinnacle Wellbeing Services, says jobs that we no longer enjoy "take more energy out of us".

"It might just be that something is no longer stimulating for us, but a lot of the time it's because we've over-extended ourselves," he says.

Rachel Suff, senior wellbeing adviser at the Chartered Institute of Personnel and Development, says different types of pressure can also affect employees' energy levels.

"People can lose focus and energy in a role if they experience too little or too much pressure, neither is conducive to wellbeing or building a successful career," Suff says.

"Everyone needs to take stock of their job to consider if it's giving them what they want in terms of fulfillment, career progression and work-life balance," she adds.

Once you have identified that you are running out of energy in your job, there comes the dilemma as to what to do about it.

Melanie Pritchard, success coach and wellbeing trainer, says if you are heading towards "burn-out" because of factors outside work, such as bereavement, relationship issues or being a new parent, then ask your employer if you can have some time off or if they can make "reasonable adjustments" to your hours or workload.

But if the root cause is work related and is outside your control to change, for instance a toxic boss, a culture with extreme hours or a subject matter that leaves you feeling flat, then you have two choices, Pritchard says.

If the upsides of a job mean it is worth sticking with, then you can try to mentally "reframe the negatives into positives", she says.

Or the second choice is to explore alternative roles and organisations that "align better with your interests, values, [and] strengths".

Sally Bibb, strengths expert at PA Consulting, says: "If we spend most of our time in a role where we don't play to our strengths – where we're a round peg in a square hole – then it's time to do something different. Life is too short not to."

Bibb adds that it is important to know what your strengths are "or else we can end up making the wrong move".

Reid agrees, saying that although it might be unrealistic for most people to find a job where everything they do energises them, it can be helpful to keep notes on your working week to see how certain tasks make you feel, and then use this to gauge what you might want from an alternative career.

Employers can also play a role in helping staff who may be struggling.

Reid says bosses should sit down with employees who seem to be running low on energy and talk to them about what parts of their career they find energising or challenging.

"It might be within reason that [an employer] can reconfigure [an employee's] day, or adapt their role to give them more of what they want," he says.

The employee might have a wider issue that could be addressed through professional help, or it might just come from their current approach to life, rather than their job role, Reid adds.

"If you've got somebody who's burning the candle at both ends, inevitably, their energy levels are going to go down," he says.