

“Ya Burnt!”

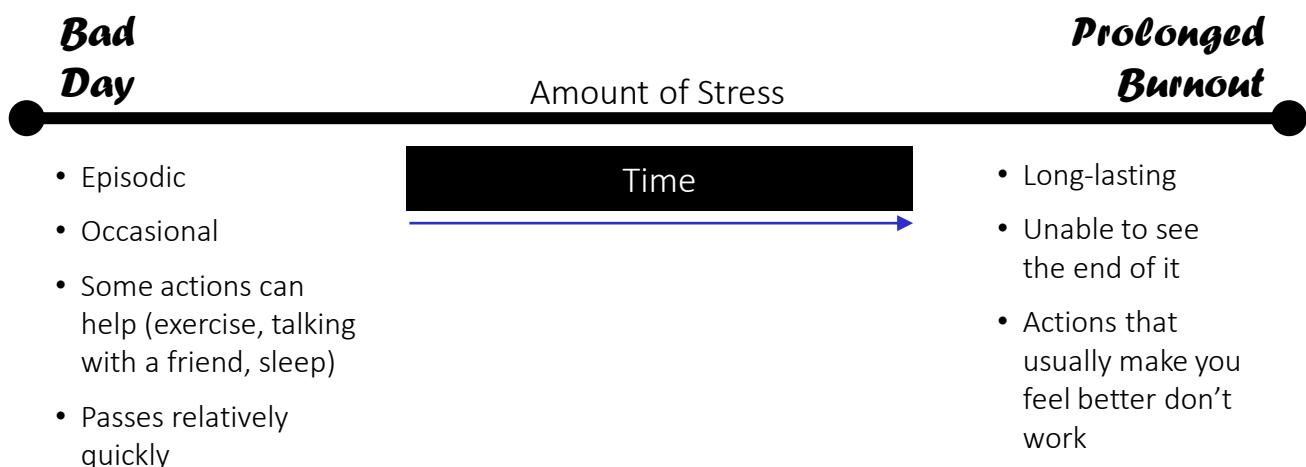
Reducing Burnout During the Great Resignation



Cindy Maher and Jamie Guite
Leading Edge Coaching & Development

A The Stress-Time Burnout Continuum

According to *Psychology Today*, burnout is a state of emotional, mental, and often physical exhaustion brought on by prolonged or repeated stress.



Question: Share a time in your life (but not now) when you experienced burnout. How was it different than normal stress for you?

Are You Burnt Out?

1. We all get tired after a long day. How would you describe your energy levels?

- Morning, afternoon and night person right here!
- I'm pretty exhausted by the end of the week.
- When's nap time? I'm tired most days.
- I have trouble finding the energy to do anything.

2. How is your workload?

- Not gonna lie. I feel pretty overwhelmed.
- Big! But I can handle it. Smooth sailing!
- I have a couple extra-busy days during the week, but they're totally manageable.
- I have missed several deadlines and can't seem to find the energy to catch up or stay on task. I feel completely in over my head.

3. How do you feel about your work performance?

- I'm happy with my performance. I occasionally make mistakes, but I learn from them.
- I'm proud of the way I've been able to handle the challenges at my job and I feel like I'm effective in my role.
- I am having trouble caring about how I'm doing at work, even though I am far behind on my tasks.
- I'm struggling to stay on top of my work.

4. How would you describe your work-life balance?

- It feels like all I do is work.
- I wish I had more time for my personal life and favorite activities.
- I'm busy, but I have time for the multiple priorities in my life.
- I work long hours and my personal life and hobbies are suffering.

5. How often do you feel physically ill?

- I don't get sick very often. Maybe once or twice a year!
- When I don't feel well, I make sure to take a mental health/physical health day.
- I get sick at least once a month.
- I feel sick most of the time. I actually can't remember the last time I felt well.

6. How do you relax?

- I have favorite hobbies and spend time with my loved ones, even if it's through a screen.
- I go straight to bed.
- I try to relax, but it's really hard for me.
- I watch TV or scroll through social media feeds to zone out.

7. Your friends invite you over for drinks and snacks after work. You:

- Enthusiastically accept
- Hesitantly agree. You have a lot of work to do tonight but want to spend some time with your friends.
- Say no. I can't enjoy free time with this much work.
- Honestly, I just don't want to spend time with anyone right now.

8. Are you having trouble concentrating?

- No - I enjoy my work so much that I often lose all track of time while I'm working.
- I can't focus on work at all and my tasks keep piling up.
- I occasionally have trouble starting my work but I usually don't have trouble focusing after I get started.
- I constantly have to push myself to focus on my work. Tasks take twice as long as they should because I'm managing my attention.

9. How has your mood been lately?

- I've noticed that I have been irritated over small things and I'm not sure why.
- I feel happy/content overall!
- I feel really down and/or numb.
- It could just be everything that's going on, but I'm feeling a little sadness.

10. How do you feel about your job?

- I feel that I'm not always getting what I want out of my job.
- I feel that I'm in the wrong organization or profession.
- I have negative thoughts about my job some days.
- I love my job. It may be hard sometimes, but it is definitely the right job for me.

C

The Big 4 of Burnout



- Body
- Mind
- Emotion
- Spirit

Body

- Exhaustion
- Headaches
- Heartburn or ulcers
- Feel “sick” frequently
- Alcohol, drug or food misuse

Mind

- Loss of memory
- Less clarity of thought
- Increased self doubt
- Higher procrastination
- Missed deadlines

Emotion

- Feelings of inadequacy and sadness
- Feel helpless or trapped
- Cynical or negative outlook

Spirit

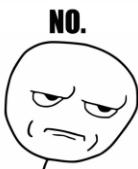
- Loss of purpose
- Feeling adrift
- Isolate yourself from others
- Feel detached or alone in the world
- “What’s the point?”

Question: Based on your own quiz answers, which of the Big 4 is being impacted the most? What can you do to take care of yourself?

D

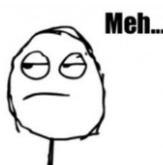
Three Engagement Groups

There is no doubt that employee engagement takes a hit when people experience burnout. We describe engagement with these three groups.



Actively Disengaged:

- 17% of the workforce
- Miserable on the job
- Actively undermine colleagues and team success



Secretly Disengaged:

- 51% of the workforce
- Checked out
- Sleepwalking through the day (Zombies)
- Putting in hours



Fully Engaged:

- 32% of the workforce
- Works with passion
- Has a profound connection to team, government agency, or mission
- Where the magic happens

Question: Where do you think most of your team's employees are? How has the past couple of years impacted engagement?

E

Top 10 Factors That Lead to Burnout*

1. Unrealistic workload
2. Uninspiring work
3. Lack of authority or control
4. Unclear expectations
5. Unfair treatment
6. Unsupportive managers
7. Feeling unappreciated
8. Disconnection from your team
9. Failure (or mistakes) is NOT an option
10. More rigidity and less flexibility



* 2021 Gallup survey of 7,500 full-time employees to identify the top five reasons for burnout at work

F

Frequent 1-1s Are Critical

- ♥ How are you **feeling**?
- 😊 What went **really well** during the last week / two weeks?
- 😊 What do you wish **had gone better**?
- What do you need to accomplish** during the next week / two weeks?

I'M EXHAUSTED
FROM TRYING TO
BE STRONGER
THAN I FEEL



1. Ramp up the meaningfulness in your job. Find your sense of purpose. Find a way to impact others.
2. Speak up about your concerns.
3. Restructure your work environment.
4. Nurture your relationships. Spend time with people you love.
5. Get outside every day.
6. Spend time doing the things you most deeply enjoy. (If we have learned anything over the last two years, it is that time is not promised.)
7. Ensure that you establish boundaries between work and home (especially if you're working from home!).
8. Take breaks throughout the day.
9. Eat good food.
10. Show appreciation to others.

Leading Edge Coaching

- LEADERSHIP DEVELOPMENT
- TEAM DEVELOPMENT
- ENGAGEMENT SURVEY PROCESS
- DIVERSITY EQUITY & INCLUSION
- KEYNOTES AND CONFERENCES
- ONLINE COURSES
- LEADER COHORT LEARNING PROGRAMS
- COACHING & 360 FEEDBACK

Our mission is to help your organization thrive. We do that by teaching your leaders how to deeply engage your employees, move your teams forward, and deepen relationships with those inside and outside your business, government agency, or academic environment. We focus on the most critical skills that leaders can use and apply on the job and within their whole life. Our unique approach of learning through laughter creates a deeply safe and enjoyable learning environment, allowing managers and employees to develop and grow. There's nothing like it.

Today, Leading Edge is a powerhouse of talented and comedic instructors. We travel throughout the U.S. and abroad working with businesses, government agencies, and academic institutions.



Cindy Maher, President
Leading Edge Coaching & Development
c: (860) 965-4662
e: Cindy.Maher@leadingedgecoaches.com