

Leading through Burnout & Fatigue





What is Burnout?

Burn-out is a syndrome conceptualized as *resulting from chronic workplace stress that has not been successfully managed*. It is characterized by three dimensions:

1. Feelings of energy depletion or exhaustion
2. Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
3. Reduced professional efficacy

Source: World Health Organization, 2019 11th Revision of the International Classification of Diseases (ICD-11) as an occupational phenomenon.





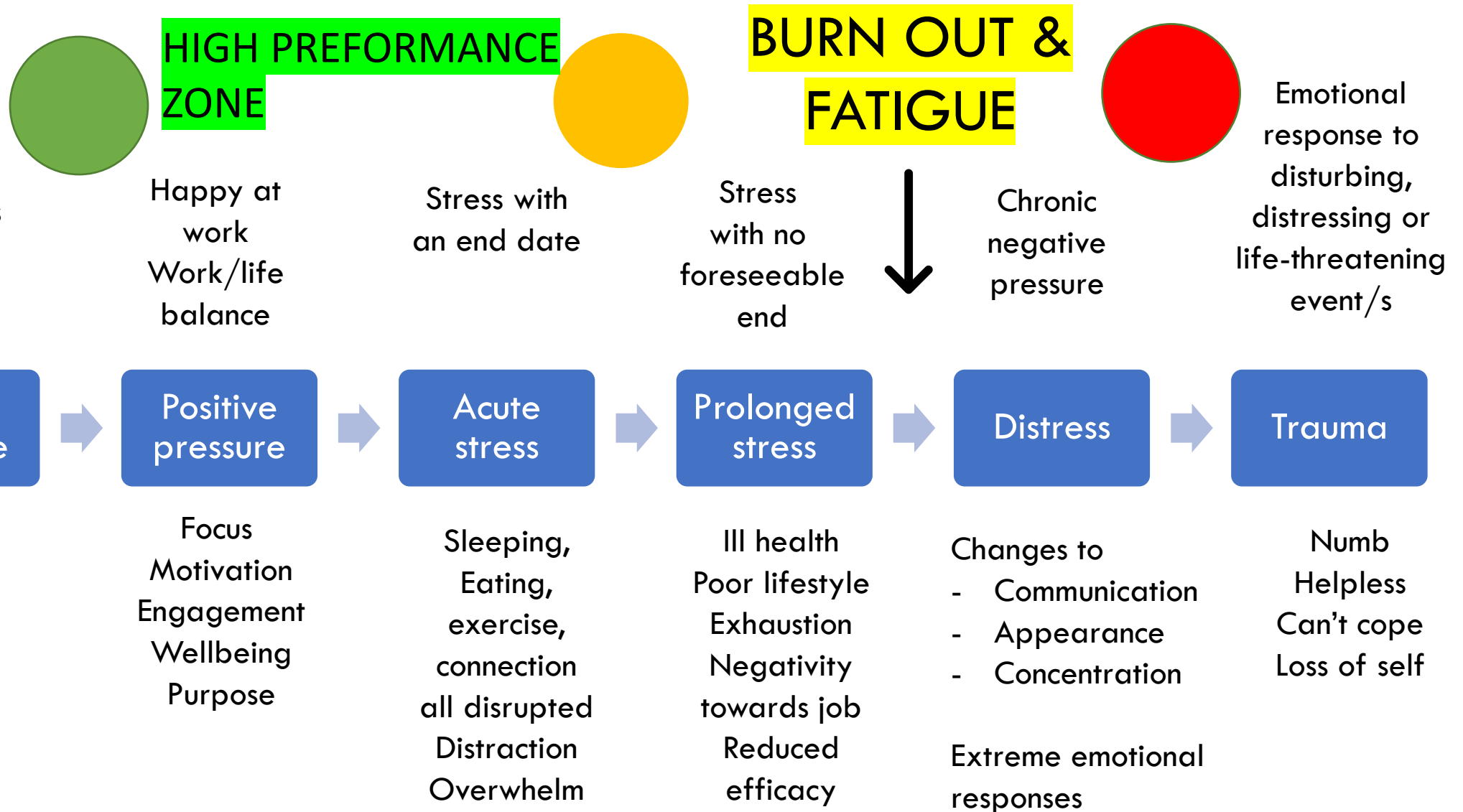
Identifying Burnout in Your Team

Questions to identify burnout:

- Have they become cynical or critical at work?
- Do they drag themselves to work and have trouble getting started?
- Have they become irritable or impatient with co-workers, customers or clients?
- Do they lack the energy to be consistently productive?
- Do they find it hard to concentrate?
- Do they lack satisfaction from their achievements?
- Do they feel disillusioned about their job?
- Are they using food, drugs or alcohol to feel better or to simply not feel?
- Have their sleep habits changed?
- Are they troubled by unexplained headaches or other physical complaints?

Source: Mayo Clinic, 2021.

Spectrum of Mental Health at Work





*a better way
for you.*

COMING OFF THE MOUNTAIN

PEAK PERFORMANCE/ EXPERIENCES

(Hyper vigilant, physically pumped,
mentally switched on, feeling cautious)



TOOLS FOR CLEANING UP THE HOUSE





STATE AGILITY




UNBALANCED
LOAD
*Personal
Impacts*





PHYSICAL



Physical Load Balanced
+ Recovery = Growth

Physical Overload +
Under-Recovery = Injury

MENTAL



Mental Load
Balanced +
Switch Off =
Learning

Overthinking
+ Continuous
Stimulation =
Shutdown



EMOTIONAL

Emotional Load
Balanced +
Relaxation = Ease

Emotional Overload
+ Continued
Pressure = Disease



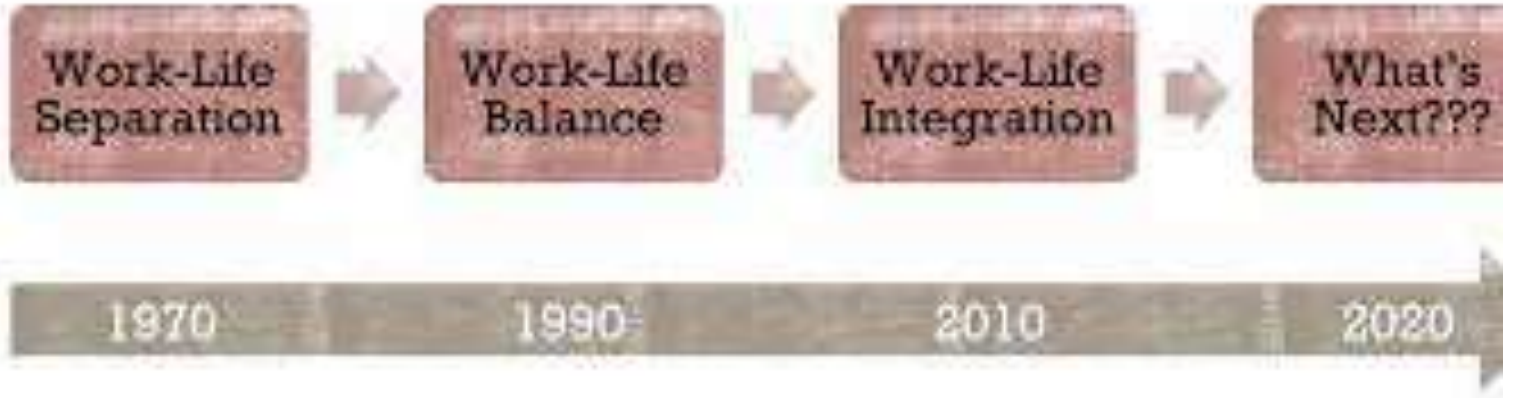


NOTE TO SELF

Underload Delivers the Same Results



EVOLUTION OF WORK & LIFE



FINDING BALANCE

7 TIPS TO BE YOUR BEST-SELF

FINDING LIFE BALANCE





WHY DO IT?

Your State is Contagious

What Are the People You Care For Catching Off You?

How are you impacting your team?

REMEMBERED

REAL

IMAGINED



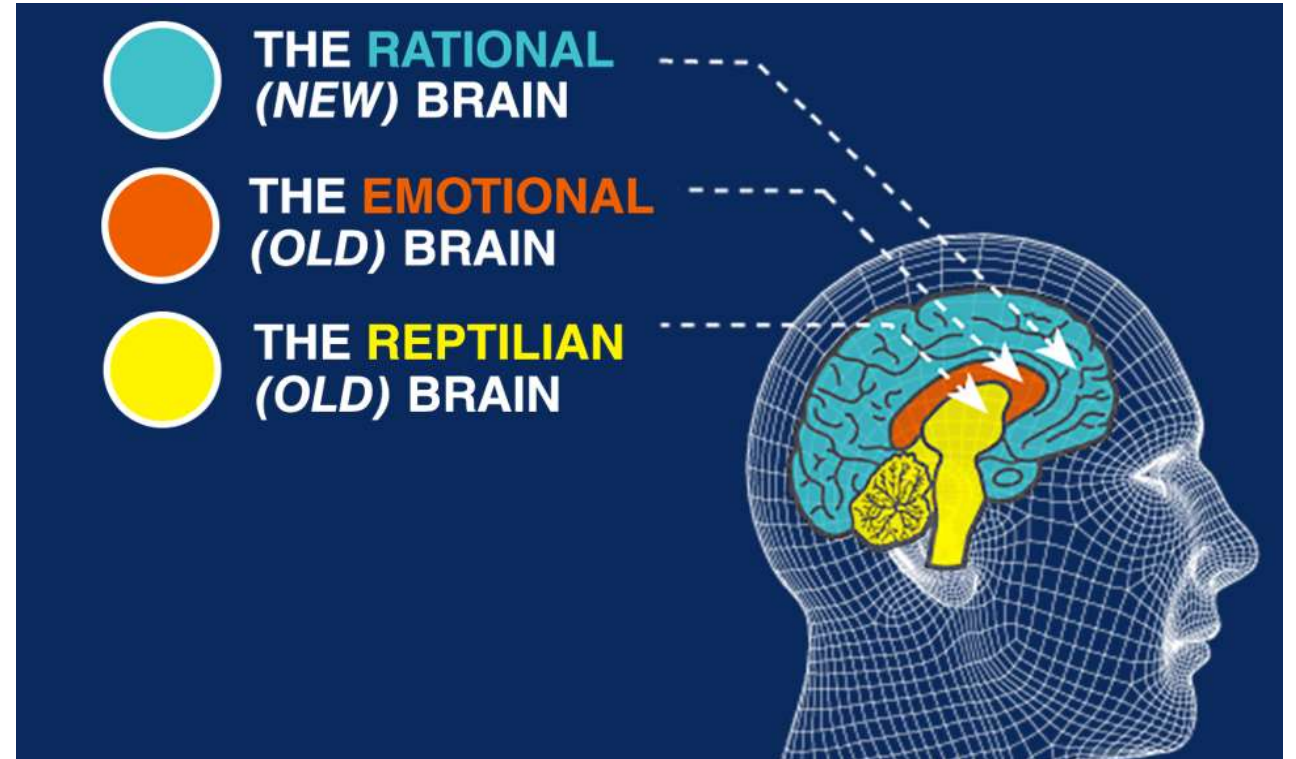
**all produce
the same
signal**



Tip1

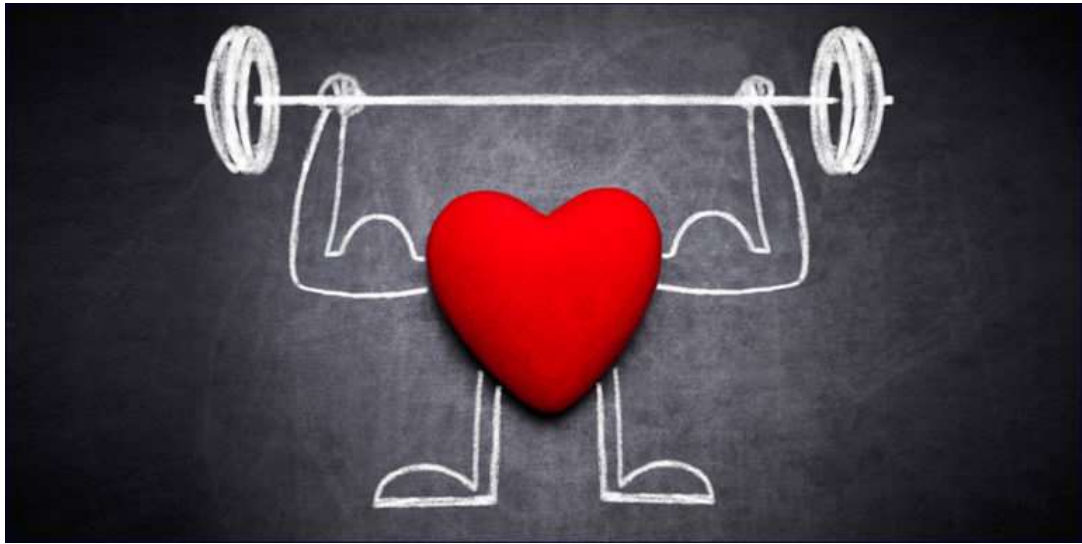
**BUILDING
EMOTIONAL
CAPACITIES**

How Your Brain Communicates With You



YOU'RE WORTH PAYING ATTENTION TO





Activity time

THE BEST THING EVER



KINDNESS

Improved contentment through
..... **raised serotonin levels**
(happiness hormone)

Better heart health by
..... **production of oxytocin**
(heart function & protection hormone)

Slowed aging by decreasing
..... **free radicals and inflammation**
releases more antioxidants

Elevated serotonin levels
..... **create better relationships**
and are **contagious**



GRATITUDE



OPTIMISM

..... Increased dopamine levels lead to
improved hormonal balance
and **physical wellbeing**

..... Improved sleep resulting from
reduced cortisol and adrenalin

..... Elevates **serotonin, dopamine and**
endorphins in tandem, producing
a greater sense of purpose



PHYSICAL

TRAIN → BUILD → FIT



MENTAL

LEARN → UNDERSTAND → KNOWLEDGE



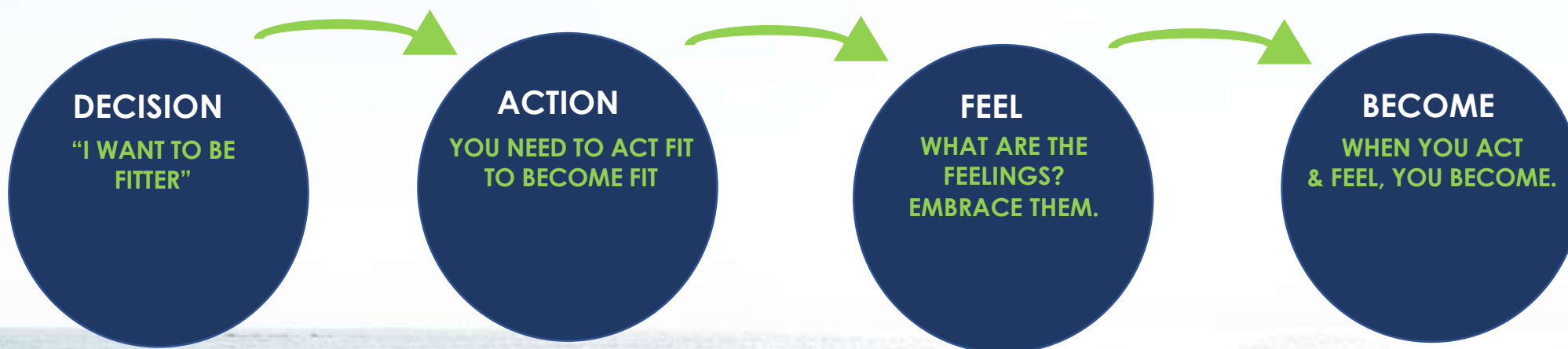
EMOTIONAL

MOOD → TEMPERAMENT → PERSONALITY



STEPPING STONES TO IMPROVEMENT

YOU ARE NOT STUCK IN ONE PLACE FOR LIFE!



ACT AS IF YOU
ALREADY ARE
THAT WHAT
YOU WANT TO
BECOME

TIP 2



Change in Testosterone and Cortisol After 2 Minutes of "Power Poses"

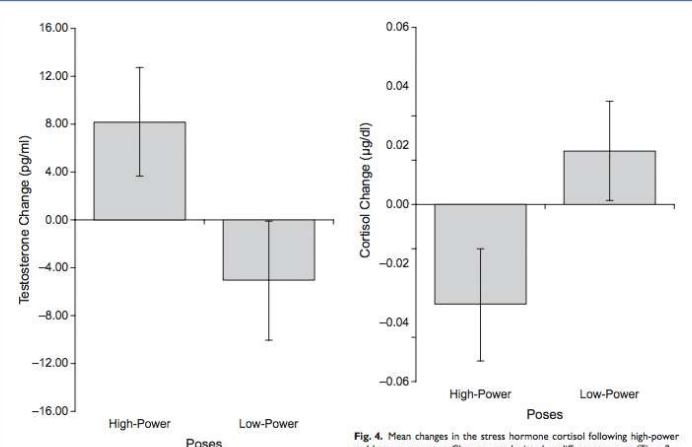


Fig. 3. Mean changes in the dominance hormone testosterone following high-power and low-power poses. Changes are depicted as difference scores (Time 2 – Time 1). Error bars represent standard errors of the mean.

Fig. 4. Mean changes in the stress hormone cortisol following high-power and low-power poses. Changes are depicted as difference scores (Time 2 – Time 1). Error bars represent standard errors of the mean.

Source: Association of Psychological Science; September 21, 2010



Change in Testosterone and Cortisol After 2 Minutes of "Power Poses"

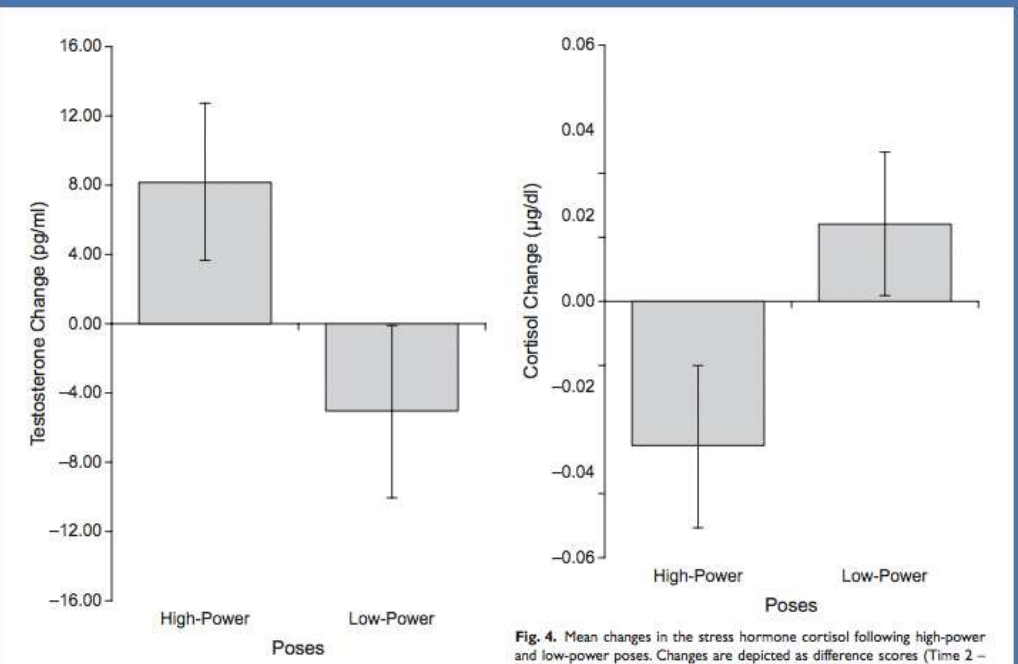


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POSTURE AWARENESS



STANDING, WIDE STANCE



SITTING WITH HANDS FOLDED IN THE LAP

ARMS RAISED IN A "V" ABOVE THE HEAD



ARMS CROSSED OVER THE CHEST



HANDS ON HIPS



ONE ARM ACROSS THE BODY IN A SELF HUG

ARMS CROSSED BEHIND THE HEAD, SITTING OR STANDING



HUNCHING



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BUILDING YOUR INFLUENCE ON YOU

Tip 3 : *Self Awareness*





*IF YOU DON'T WHERE YOU ARE
HOW DO YOU GET TO WHERE YOU
WANT TO GO*





Why?



WHERE ARE YOU NOW?

PERFORMANCE GAP

WHERE DO YOU WANT TO GET
TO?

HOW ARE YOU GOING TO GET
THERE?

- *The 1-Thing You Will Do Daily*
- *The 1-Thing You Will Do Weekly*
- *The 1-Thing You Will Do Monthly*

To Cover The Performance Gap

Tip 4

PERSPECTIVE MODEL

1. How important is it?

1 2 3 4 5 6 7 8 9 10

2. How long will it impact you for?

1 2 3 4 5 6 7 8 9 10

3. Your level of accountability?

1 2 3 4 5 6 7 8 9 10

0-12: Call on your WISE Self

13-20: Speak to a family member or friend

20+: Seek professional support





ACT



Aware: What's happening



STEP BACK



Clarity: What's Needed



STEP UP



Task: Start



STEP IN



Tip 6

Personal Values

Values = what gets you out of bed in the morning

- Our values are based what we consider to be the *most* worthwhile or desirable outcomes in life, at work, and in our relationships.
- We are going to explore our personal values and group values – to get a feel of what values are important to you and to us as a group.
- Write down 10 values that are important to you.



VALUES

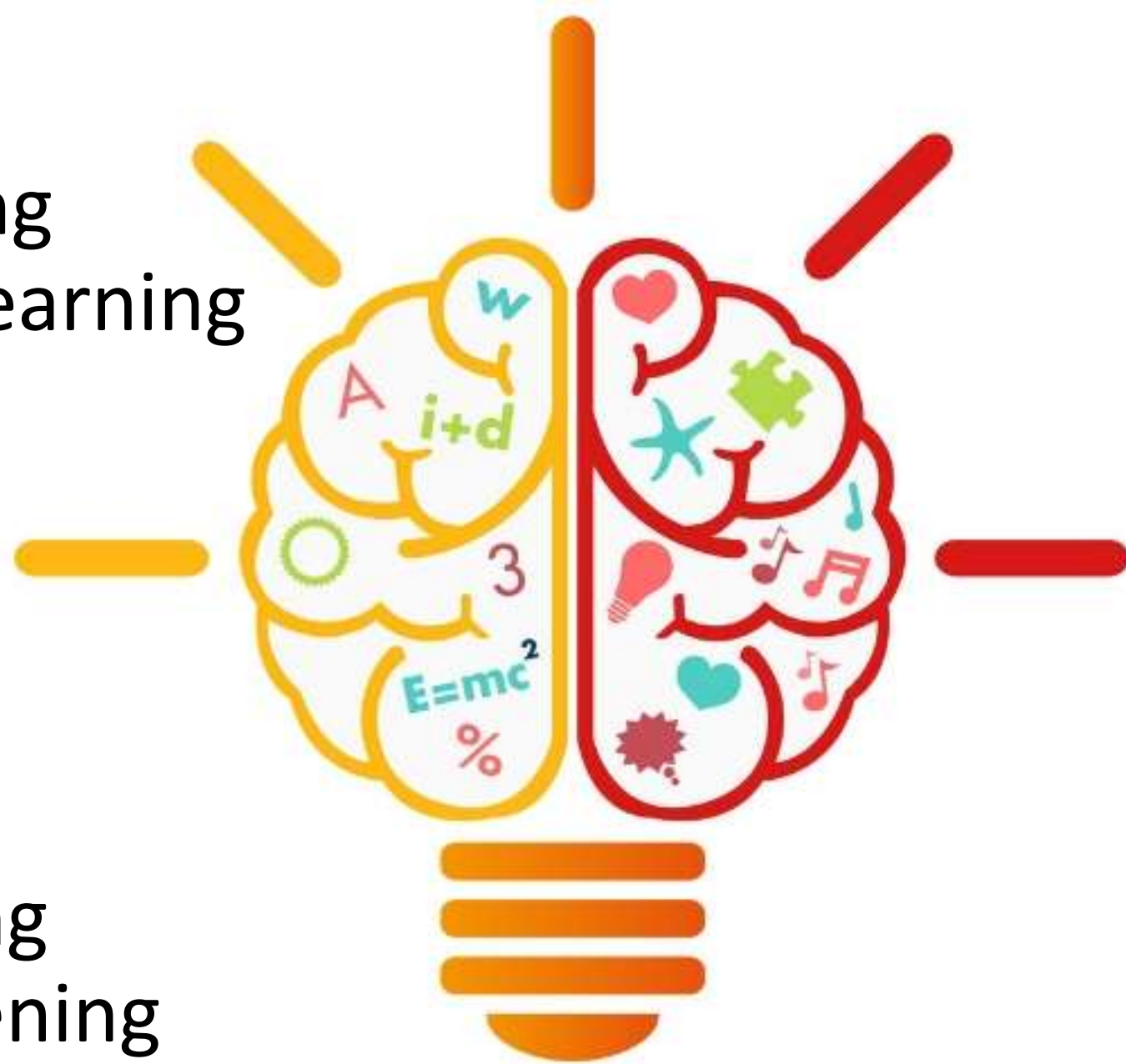
ACHIEVE	LOVE	LEAD	CREATE	BALANCE
Achievement	Awareness	Potential	Adventure	Balance
Power	Community	A better world	Creativity	Well-being
Wealth	Love	Leadership	Art	Health
Innovation	Belonging	Honesty	Beauty	Rest
Accountability	Kindness	Duty	Travel	Relaxation
Ambition	Generosity	Responsibility	Leisure	Time
Being the best	Adaptability	Perseverance	Uniqueness	Patience
Competition	Authenticity	Respect	Joy	Contentment
Hard work	Fairness	Service	Curiosity	Satisfaction
Competence	Caring for others	Making a difference	Risk-taking	
Confidence	Family	Wisdom	Freedom	
Self-discipline	Understanding	Justice	Fun	
Security	Trust	Vision	Humour	
Recognition	Commitment	Knowledge	Hope	
Financial stability	Compassion		Excitement	
	Connection			
	Respect			

Tip 7

WIN THE MORNING

- Oxygenate
- Hydrate
- Luminare
- Invigorate
- Appreciate
- Anticipate

You're Not Teaching
Unless They Are Learning



You're Not Learning
Unless You're Listening

You Can't Give Away What You Don't Have

