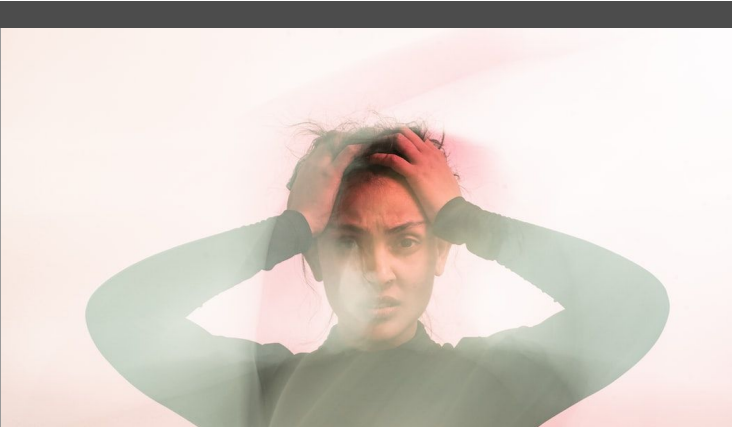


Workplace Burnout

“A syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.”

–The World Health Organization

- 01 Feelings of energy depletion or exhaustion
- 02 Increased mental distance from one's job, or cynicism related to one's job
- 03 Reduced professional efficacy



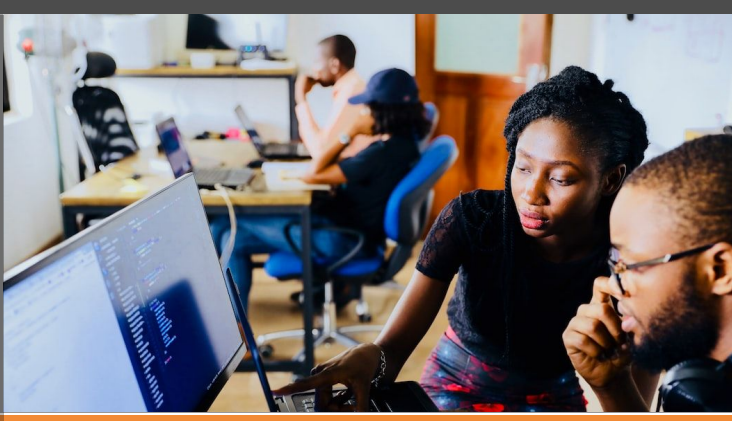
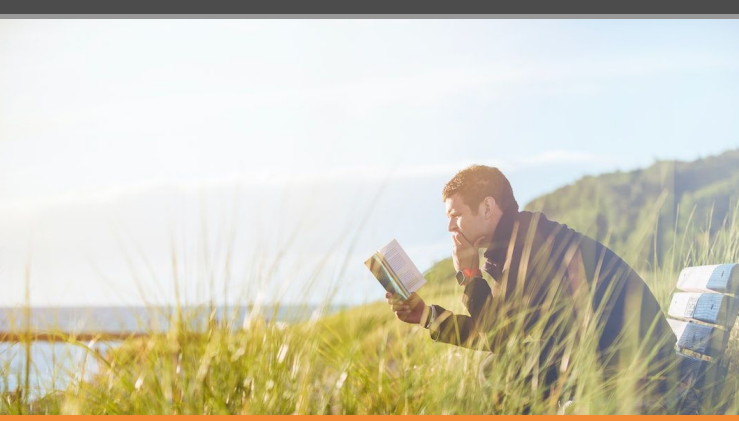
Contributors

- Diminishing Trust
- Increasing Workloads
- Diminishing Resources
- Continuous Crises
- Disruptive Events
- Injustice

Agency

Consequences

- Loss of Morale
- Disengagement
- Self-destructive Behavior
- Exhaustion
- Diminishing Performance
- Ethical Lapses



Individual Level Control

- Counseling
- Creating Capacity
- Finding Your Rhythm
- Exercise & Diet
- Continuous Learning
- Career Change

Awareness

Community Level Control

- Staff Accordingly
- Create Community
- Foster Belonging
- Practice Values
- Continuous Learning
- Manager Training

01
Burnout

02
The Great Resignation

03
The Great Reshuffle

04
The Great Regret

05
Quiet Quitting

Key Takeaways

Burnout and work fatigue is more than a personal problem. It is an issue that must be dealt with on an organizational and community level.

Leaders and managers should strive to create work places that foster belonging, wellness, and brave spaces for communication.

Critical to creating healthy and productive work places is providing everyone with a sense of agency.