

PREVENTING BURNOUT IN YOUR TEAM (AND IN YOURSELF)

WHAT IS BURNOUT?

An occupational phenomenon comprising a combination of symptoms including these three broad categories:

1. Feelings of energy depletion and exhaustion
2. Increased mental distance from one's job
3. Decreased professional efficiency

More recent research has identified more specific symptoms:

- Exhaustion
- Anxiety
- Indifference
- Depression
- Irritability and anger
- Sleep disturbance
- Lack of motivation or passion
- Cognitive impairment
- Impaired performance
- Becoming asocial
- Physical symptoms eg headaches, nausea
- Emotional fragility

HOW DOES IT DEVELOP?

FIRST DEGREE BURN features the onset of stress symptoms including instances of overwhelm, irritability, time pressure, insomnia

SECOND DEGREE BURN features chronic stress with inability to relieve this, diminished problem-solving skills, increased frustration and powerlessness, persistent fatigue and exhaustion, unhelpful 'coping' strategies

THIRD DEGREE BURN features full-blown burnout, encompassing most if not all of the symptoms outlined above, and the inability to cope with work responsibilities and potentially life responsibilities as a result.



WHO'S MOST AT RISK?

- **Women** are four to six times more likely than men to experience burnout (likely impact of 'the second shift')
- **High achievers:** highly motivated, highly competent, highly committed, highly caring, highly reliable, hard working, service focused
- **Motivated by impact and giving** to others rather than personal reward

WHAT CAUSES BURNOUT?

WORKPLACE FACTORS

- Unmanageable workloads
- Unfair treatment
- Lack of autonomy
- Unsupportive work culture
- Values mismatch

PERSONALITY FACTORS

- "I'll never let anyone down"
- "I will work until the job's done"
- "My self worth is measured by my career success"
- Strong service/giving ethic
- Workaholism

Women Leading Women Australia's
Chief Executive coach and
burnout authority
Karyn Brinkley



Take a moment right here, right now, to think of the women in your team who are your most reliable, committed, competent performers — because these are the people at highest risk of burning out.

Honestly, how do you think they're doing?

Honestly, what would it cost you to lose them?

What's the cost of losing their focus and productivity over time?

What's the cost of supporting them, because heaven knows you don't WANT to lose them?

What's the cost of replacing them if you DO lose them?

Now take a moment, right here, right now, to ask the same of yourself.

Honestly, how are YOU doing?

Honestly, what might burnout cost you? In your career? In your security of income? In your relationships? In your self?

The costs of burnout are staggering in the workplace and devastating for the individual burning out.

If you're seeing signs of burnout in your team or in yourself, you can't afford not to act.

And honestly? Taking action is simple.

Preventing burnout is now one of our most pressing leadership priorities

TAKING ACTION IS SIMPLE

Book a call with Karyn

She'll send you Women Leading Women's Burnout Barometer, an evidence-based tool you can complete online. It will let you know with a high degree of confidence whether you have reason to be worried.

Together on your call you'll identify whether burnout's occurring, and if it is, what stage it's at in your team or in yourself. You can start to unpack some of the causes and impacts.

Then Karyn will lead you through identifying what steps will make the most difference, quickly and sustainably.

And if necessary, she can also propose a customised, practical action plan for you or your team which might include

- support for individuals burning out, to stop it getting worse and help them recover quickly and well
- support for teams to address workplace factors and create active burnout prevention strategies.

The Burnout Barometer, Assessment and Next Steps call with Karyn takes 90 minutes and costs \$2,700 ex-GST.

Why not contact Karyn right now to get started? Simply scan the code below to find a time that suits you.



SCAN ME

Women Leading Women Australia
W womenleadingwomen.com.au
E support@womenleadingwomen.com.au
T +61 409 265 161

3/390 David Low Way, Peregian Beach, Qld 4573
ABN 73 446 205 242