

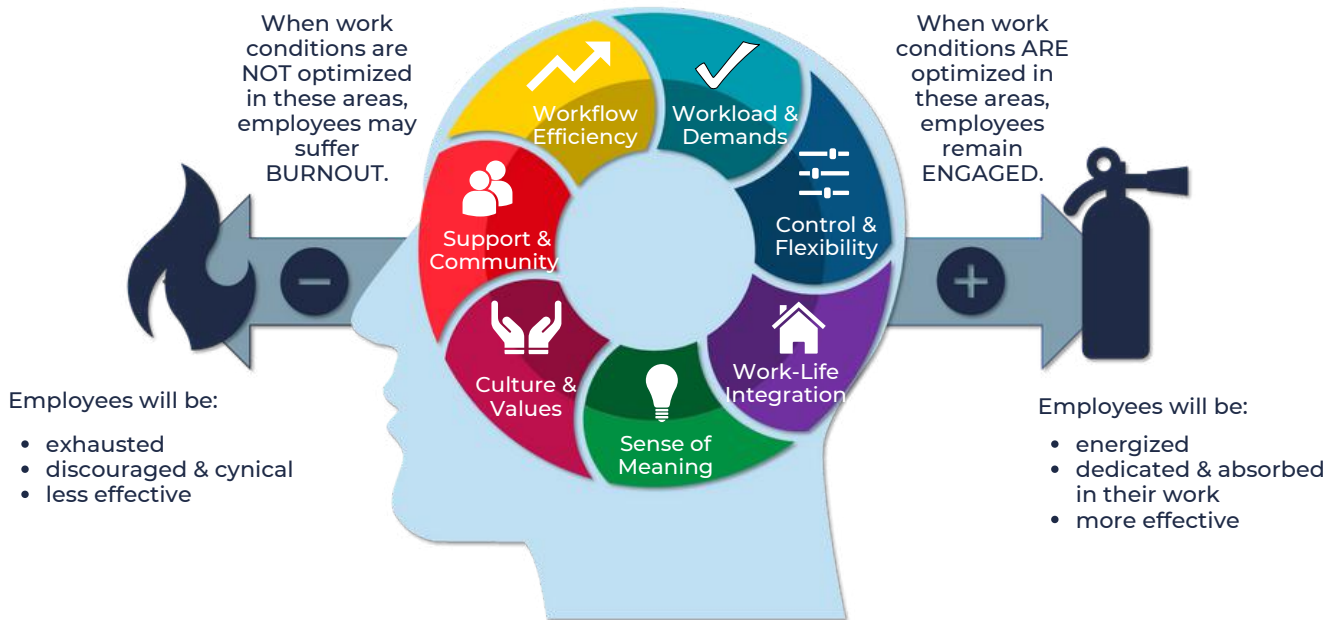
What Fuels Burnout?



BURNOUT and EMPLOYEE ENGAGEMENT exist on a spectrum.*

Where employees land on the spectrum depends on seven drivers in the middle:

Swensen, S., & Shanafelt, T. (2020). *Mayo Clinic Strategies To Reduce Burnout: 12 Actions to Create the Ideal Workplace*. Oxford, UK: Oxford University Press.



1 Where are your employees on the spectrum?

List of Employees	 On a scale from 1 (low) to 5 (high), how burned out is this employee?	 On a scale from 1 (low) to 5 (high), how engaged is this employee?	Where are they struggling?
			Workflow Efficiency Workload & Demands Control & Flexibility Work-Life Integration Sense of Meaning Culture & Values Community & Support
Employee #1			
Employee #2, etc.			

2 How will your organization (department, team, etc.) address the drivers of burnout?

Driver	How many employees are affected?	What will we start doing?	What will we stop doing?	What are some quick wins?	What are long-term goals?	What will we do next and by when?
Workflow Efficiency						
Workload & Demands						
Control & Flexibility, etc.						
Work-Life Integration						
Sense of Meaning						
Culture & Values						
Support & Community						

