

# WANT TO REDUCE EMPLOYEE BURNOUT? GIVE BACK CONTROL

## WHY DO EMPLOYEES FEEL A LACK OF CONTROL IN BURNOUT?



### POWER DYNAMICS

Micromanagement & autocratic leadership



### LACK OF AUTONOMY

Low control over workload, schedule, etc.



### LITTLE POWER TO MAKE DECISIONS

Low input & collaboration with leaders



### UNCERTAINTY & UNPREDICTABILITY

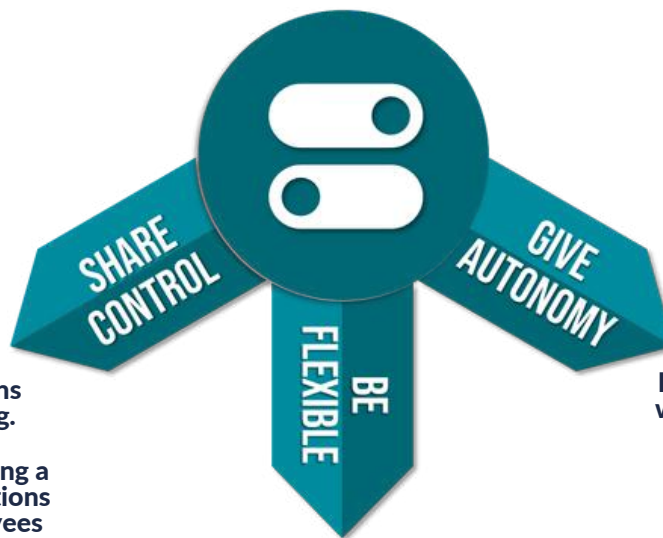
Crisis or large change initiatives



### DISTRUST

Incompetent leadership & ineffective teams create mutual distrust

## HOW CAN LEADERS GIVE EMPLOYEES MORE CONTROL?



Collaborate with employees in decisions and strategic planning.

Instead of micromanaging a project, clarify expectations and then coach employees through it.

Control inevitably shifts to leadership during times of crisis or change. Be intentional about shifting it back.

Where possible, be flexible in scheduling and staffing issues.

Encourage two-way communication to address concerns and resolve issues.

Empower employees with ongoing training & professional development.

Set stretch goals for improvement & growth.

Accept mistakes as a valuable part of learning.

## THOUGHT QUESTIONS:

- What is causing employees to feel a lack of control right now? What is causing the most concern?
- What steps should be taken in each problem area?
- How can leaders share more control, be more flexible, or provide more autonomy?
- How will you know if the extra help or support is making a difference? What will success look like?

