

6 CAUSES OF BURNOUT AND STRATEGIES TO ADDRESS THEM*

* Maslach, C., & Leiter, M. P. (2022). *The Burnout Challenge: Managing People's Relationships with Their Jobs*. Harvard University Press.

EXCESSIVE WORKLOADS



LEADERS CAN ADDRESS THESE BY:

- Address staffing & scheduling issues
- Improve workflow efficiency
- Prioritize breaks & vacations
- Encourage time and priorities management

POOR RELATIONSHIPS



- Prioritize open and regular communication
- Offer mentorship & peer support
- Plan retreats and social gatherings

LACK OF RECOGNITION



- Recognize and reward workers regularly & often
- Customize the recognition strategy for each individual
- Offer well-defined growth opportunities

LACK OF CONTROL



- Increase control over schedules
- Optimize autonomy
- Advocate participation in making decisions

UNFAIR CONDITIONS



- Encourage psychological safety
- Model well-being practices
- Encourage appropriate work-home barriers
- Encourage and support self-care

MISMATCHED VALUES



- Establish non-negotiable values for the organization
- Model the values of trust and integrity
- Nurture meaning and purpose at work

THOUGHT QUESTIONS:

- Which of these are issues at your organization?
- What would change for the better if these issues were successfully addressed?
- What strategies have you already tried? What was successful? What was not successful?
- What are the highest priority areas for your organization?
- What are the top 1-3 goals to work on this year?
- What resources do you need to start?

