Members of the WELCOA community spent five weeks exploring the cause and effects of burnout and resilience in the workplace with subject matter expert and WOOPAAH Founder, Stella Grizont, in WELCOA’s inaugural Inner Circle on Burnout & Resilience. This group of thought leaders identified common signs of burnout with ways to combat those and build resilience in the workplace.

**COMMON SIGNS OF BURNOUT**

- Disengaged employees
- Lower productivity or lower quality of work than normal
- Irritability
- Exhaustion
- Increase in leave requests/sick time
- Increase in stress and anxiety
- Compassion fatigue
- Increase in turnover
- Increase in errors and misunderstandings

**WAYS TO BUILD RESILIENCE & COMBAT BURNOUT IN THE WORKPLACE**

- Offer flexible schedules
- Remote work opportunities and availability of office equipment for those that do work remote
- Employee Assistance Program and other benefit/wellness resources
- Encourage walking meetings and stretch breaks
- Correspondence from leadership which includes transparent communication, keeping employees informed and also reminding employees the company has genuine concern for them
- Offer guidance and resources for mindfulness, gratitude, and self care practices
- Management modeling encouraged behaviors such as taking mental breaks, getting up to stretch, setting healthy boundaries, etc.
- Mindful moment cards or emails with inspirational quotes
- Sharing success stories and overall good news from employees - celebrate each other
This resource is a collective from the 2020 Prevent Burnout & Build Resilience Inner Circle class.

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