

BURNOUT & RESILIENCE IN THE WORKPLACE

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





WELCOA* CONNECT - INNER CIRCLE -

This resource is a collective from the
2020 Prevent Burnout & Build Resilience Inner Circle class.

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