



Banishing Burnout: Building Resilience and Well-being in the Workplace

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Who is NASCSP?





ABOUT NASCSP



Andrea Schroer
Weatherization Director
(202) 370-3666



Bryce Nguyen
WAP Program Analyst



Claudia Torres
WAP BIL Senior Program
Manager



Kye Garvin
WAP Workforce Program
Manager



Jonathan Ballew
WAP Senior Program Manager
(202) 370-3661

NASCSP WAP Staff

Today's Agenda

- What is Burnout?
- Recognizing Burnout Symptoms & The Impact
- Preventative Measures & Effective Strategies
- Understanding the Role of Work Culture
- Fostering Personal Resilience
- Questions, Discussion, & Next Steps

What is Burnout?



Burnout is emotional, mental, and/or physical exhaustion caused by prolonged stress or frustration. It occurs when individuals feel overwhelmed, emotionally drained, and unable to meet constant demands.

Burnout can present differently for each person but typically involves a sense of reduced effectiveness and detachment from work or personal responsibilities.

What is Burnout?

Burnout is not simply feeling tired or stressed from time to time; It is a persistent condition that can significantly impact well-being and performance.

It often develops gradually, resulting from long periods of too much workload, lack of recognition, or unsettled workplace issues.

Recognizing burnout involves identifying its symptoms across three key dimensions:

- emotional exhaustion,
- depersonalization or cynicism, and
- reduced personal accomplishment.

STRESS VS. BURNOUT



Characterized by over-engagement

Characterized by disengagement



Results in a loss of energy

Results in a loss of motivation



Primarily takes a physical toll

Primarily takes an emotional toll



Burnout is the accumulation of unchecked stress over long periods. You can have stress without burnout, but you cannot have burnout without stress

Impact of Burnout on Individuals



Emotional Exhaustion: Feelings of overwhelming stress and emotional depletion.



Depersonalization: Developing a negative or cynical attitude towards work and colleagues.



Reduced Accomplishment: Sense of inefficacy, decreased productivity, and feelings of failure.



Physical Symptoms: Fatigue, headaches, and changes in sleep or eating patterns.



Behavioral Changes: Withdrawal from work and social interactions, increased irritability.



Impact of Burnout on Organizations

- **Decreased Productivity**: Lowered work output, missed deadlines, and increased errors.
- **Higher Turnover**: Increased absences and turnover rates due to dissatisfaction.
- **Negative Culture**: Diminished morale, increased conflicts, and reduced collaboration.
- **Healthcare Costs**: Higher healthcare expenses from burnout-related health issues.
- **Reputation Risk**: Potential damage to the organization's reputation and challenges in recruitment.

Signs & Symptoms of Burnout

Emotional Signs:

- Feeling overwhelmed and emotionally drained.
- Sense of helplessness or hopelessness.
- Loss of motivation and interest in work or activities previously enjoyed.

Behavioral Signs:

- Withdrawal from responsibilities or social interactions.
- Increased use of substances (e.g., alcohol, drugs) to cope.
- Procrastination, neglecting responsibilities, or decreased job performance.

Physical Signs:

- Chronic fatigue and feeling physically drained.
- Headaches, muscle tension, or stomach problems.
- Changes in appetite, sleep disturbances, or frequent illnesses.



Implementing Preventative Measures

Setting Boundaries:

- Establish clear boundaries between work and personal life.
- Define work hours and limit after-hours communication.

Managing Workload:

- Prioritize tasks and set realistic goals.
- Delegate responsibilities when possible to avoid overload.



Implementing Preventative Measures #2

Promoting Self-Care Practices:

- Encourage regular breaks and vacations to recharge.
- Advocate for physical exercise, healthy eating, and adequate sleep.

Creating Supportive Environments:

- Foster open communication and mutual respect among team members.
- Provide resources for stress management and mental health support.

Do you have any
preventative
measures you use?



Utilizing Effective Management Strategies

Seeking Support:

- Encourage open dialogue between supervisors and team members.
- Provide access to counseling services or employee assistance programs.

Prioritizing Tasks:

- Use time management techniques such as prioritization.
- Break large tasks into smaller, manageable steps to reduce being overwhelmed.

Utilizing Effective Management Strategies #2

Implementing Stress Reduction Techniques:

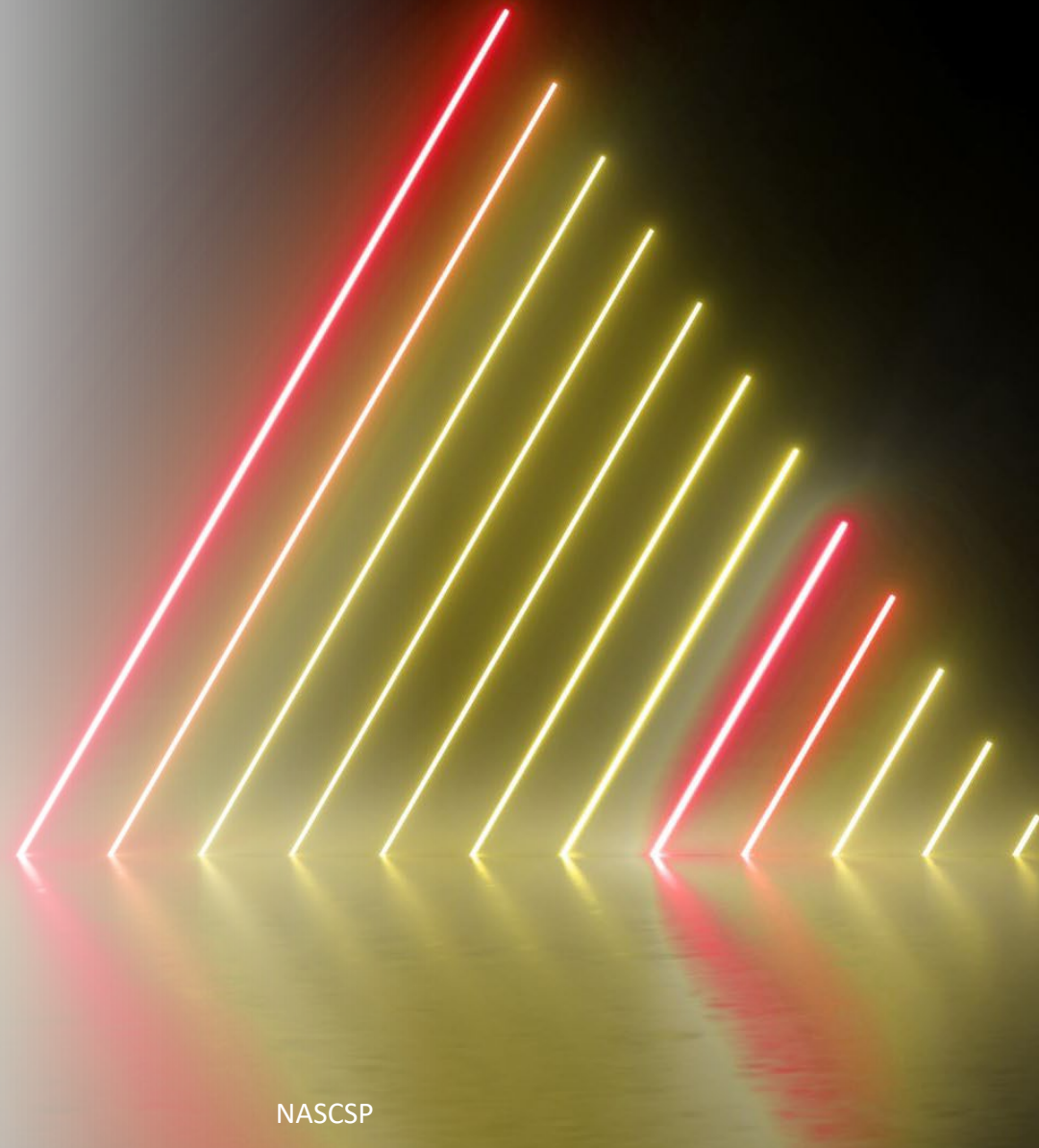
- Promote mindfulness and relaxation exercises.
- Offer workshops or training on stress management techniques.

Promoting Work-Life Balance:

- Support flexible work arrangements and telecommuting options.
- Encourage employees to take regular breaks and use their vacation time.

Group discussion:

Participants share experiences and discuss the effectiveness of different strategies.



Understanding the Role of Work Culture

What is Work Culture?

Work culture refers to the shared values, beliefs, attitudes, and behaviors that characterize an organization.

It influences how employees interact, perceive their work environment, and experience job satisfaction.

How does work culture impact burnout?

A positive work culture fosters trust, collaboration, and mutual support among team members.

It promotes open communication, recognition of achievements, and a healthy work-life balance, which can mitigate burnout.



Elements of a Positive Work Culture

Open Communication:

- Encourage transparent communication channels at all levels of the organization.
- Foster an environment where employees feel comfortable expressing concerns and ideas.

Support for Work-Life Balance:

- Offer flexible work arrangements and policies that prioritize work-life balance.
- Provide resources for stress management, wellness programs, and mental health support.

Cultivating Mutual Respect and Trust

Mutual Respect:

- Promote respect for diverse perspectives, backgrounds, and contributions.
- Address conflicts constructively and ensure fair treatment of all employees.

Building Trust:

- Establish trust through consistent leadership, transparency, and integrity.
- Create opportunities for collaboration and shared decision-making.



Fostering Personal Resilience

Mindfulness and Self-awareness:

- Practice mindfulness techniques to manage stress and enhance self-awareness.
- Encourage regular self-reflection to recognize early signs of burnout.

Time Management and Prioritization:

- Utilize effective time management strategies to balance workload and personal commitments.
- Prioritize tasks based on importance and deadlines to maintain productivity.

Building Positive Coping Mechanisms

Positive Coping Strategies:

- Engage in activities that promote relaxation and mental well-being, such as hobbies or exercise.
- Develop a support network of colleagues, friends, or mentors for emotional support and encouragement.

Continuous Learning and Growth:

- Pursue professional development opportunities to enhance skills and knowledge.
- Embrace a growth mindset to adapt to challenges and setbacks positively.

Conclusion and Key Takeaways

Key Takeaways:

- Recognize burnout symptoms early to prevent escalation.
- Implement boundaries, manage workload, and prioritize self-care.
- Foster a positive work culture that supports well-being.
- Build personal resilience through mindfulness and effective coping strategies.



Call to Action:

- Implement at least one strategy learned today in your daily routine.
- Share insights and resources with colleagues to promote a supportive work environment.
- Commit to ongoing learning and development in burnout prevention and resilience-building.

Questions, Concerns, Comments?

Please feel free to ask any questions or share your thoughts.

- Are there any common challenges you face and strategies that have been effective?
- Are there additional resources or tools that can support your efforts in creating a healthier work environment?



Thank You!

Kye Garvin
NASCS

WAP Workforce Program Manager
kgarvin@nascsp.org