

Thriving in a Burnout World

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Learning Objectives

We will be successful in this session if...

- You leave with a clearer **understanding** of the causes and symptoms of burnout
- You identify **actions** you can take that prevent burnout for yourself, but also elevate performance
- You determine **ways** that your organization can prevent burnout for your employees

Signs You May Need to Seek Help

We all need support from time to time. But if you notice these symptoms, consider reaching out to the National Suicide and Crisis Lifeline: **DIAL 988**.



Feelings of hopelessness, mood change or agitation



Reckless activity, increased use of substances



Withdrawal from family, friends and usual activities



Thoughts, talk or plans to harm oneself or die

Employees are **struggling** with mental health.



83%

of U.S. workers
struggle from stress
related to work.

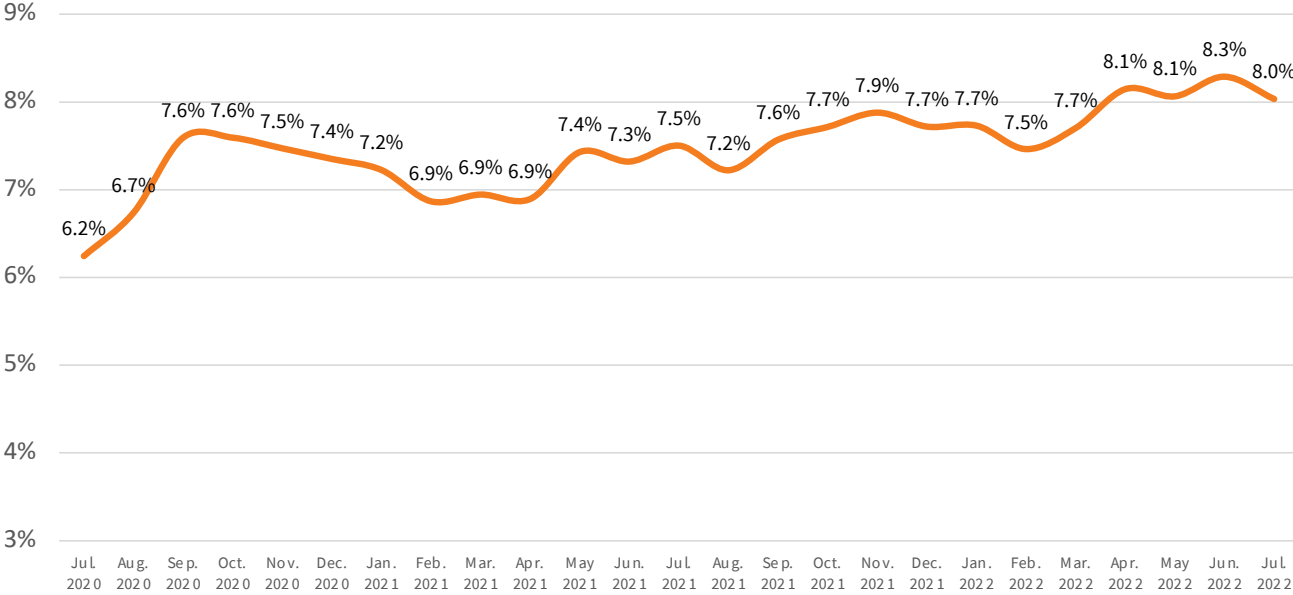


57%

of employees are
experiencing symptoms
related to burnout.

ARE YOU LISTENING?

Burnout Signal Rate (Rolling Three Month Average)



Notes: Glint’s Burnout Signal Rate (BSR) represents the percent of comments left on the eSat item that are assigned the tag 'Burnout' by Narrative Intelligence™ and is calculated as a three-month rolling average of a global sample.



What is burnout?

Burnout

Syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed...

Exhaustion, cynicism, & lost effectiveness

- World Health Organization

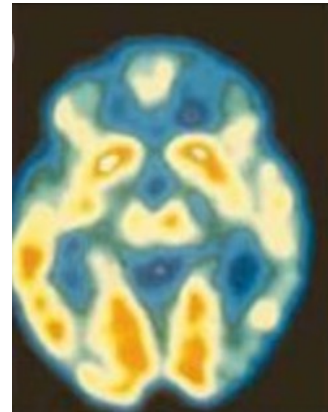
“...it is an occupational phenomenon, not a medical condition.”



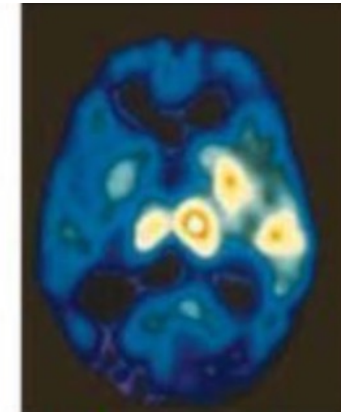
Rule out adjustment disorder, anxiety & mood disorders.



Etiology of Stress



Optimal
Functioning



Chronically
Stressed

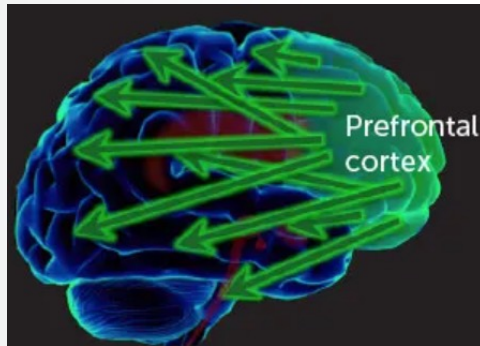
Fight

Flight

Freeze

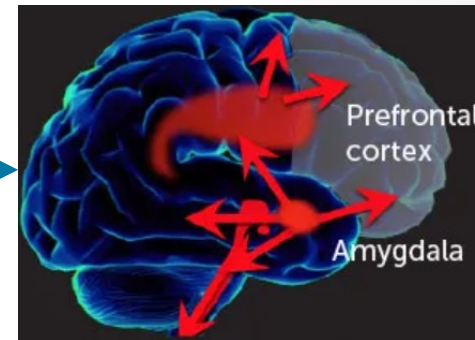
BURNOUT IS YOUR BRAIN WORKING DIFFERENTLY

Unstressed



Tight control of thoughts,
emotions & actions

Stressed



Weaker control of thoughts,
emotions & actions

IMPACT OF BURNOUT

Adrenal fatigue | overstimulating the hormones that fuel high-energy behavior, then high-activity hormones run low.



You slow down while trying to speed up.

Join at menti.com | use code 3416 1921

In a word or two, what does it look like someone is suffering from chronic stress or burnout at work?

inspiration

fast focus
creative

Burnout is **detrimental** to every aspect of our work and personal lives.

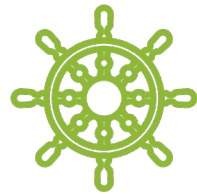
- Inadequate sleep + low energy
- Muscle tension
- Weight changes
- Emotional distress
- New or worsened health challenges
- Reduced focus, perception + ability to learn
- Poorer short-term memory + word-recall



So, what causes burnout?



OVERWHELM



**PERCEIVED LACK OF
CONTROL**



**INSUFFICIENT
REWARD**



**PERCEIVED LACK OF
FAIRNESS**

Dr. Srin Pillay
CEO, NeuroBusiness Group
Faculty, Duke Corporate Education

Burnout is not...



PEOPLE IN YOUR LIFE

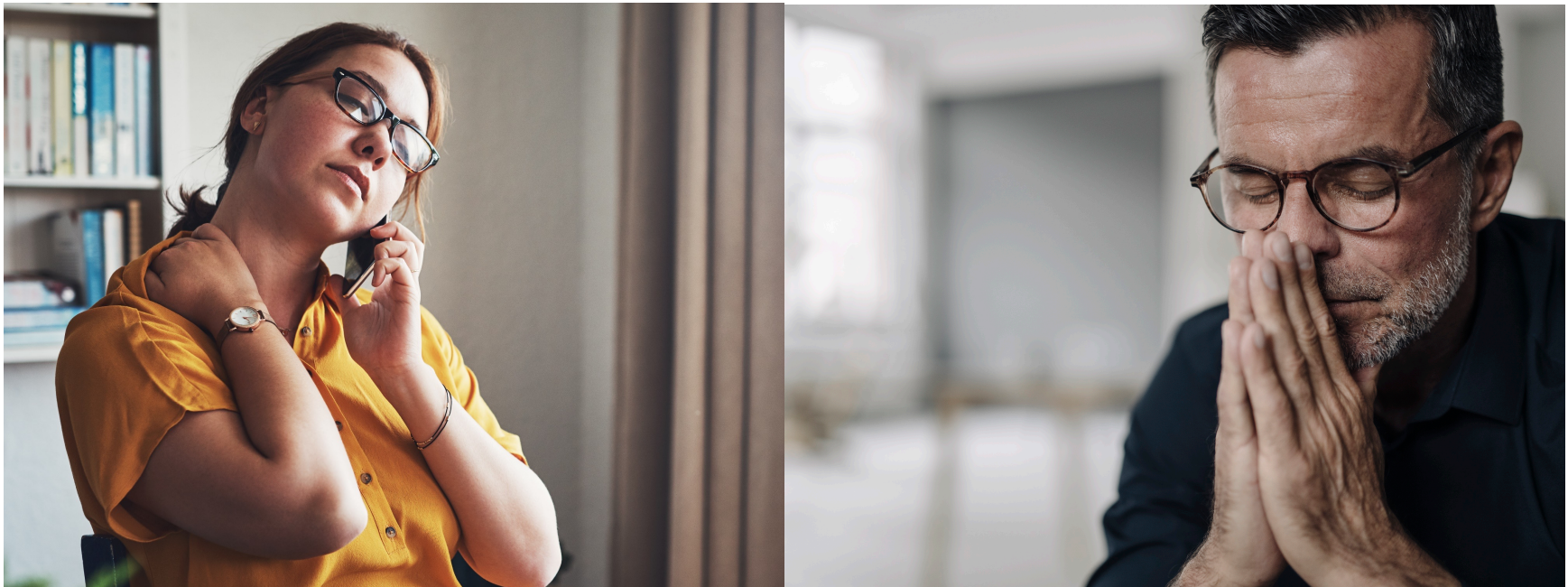


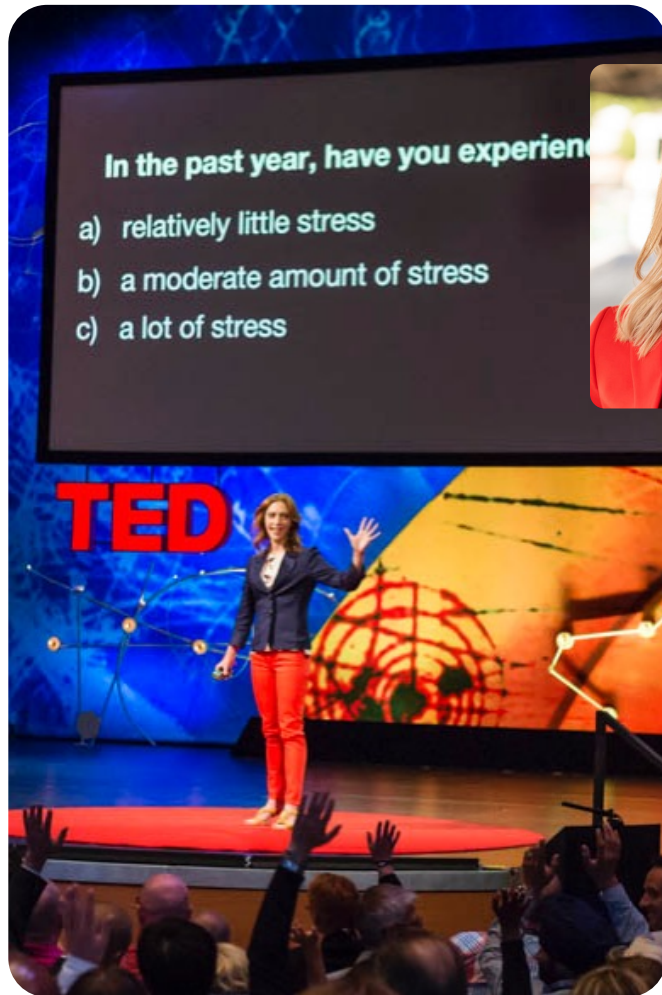
WORK STRESSORS



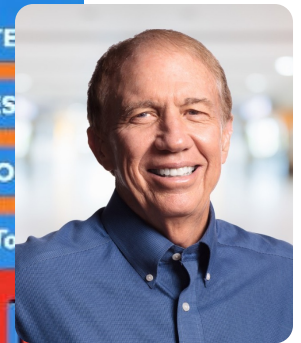
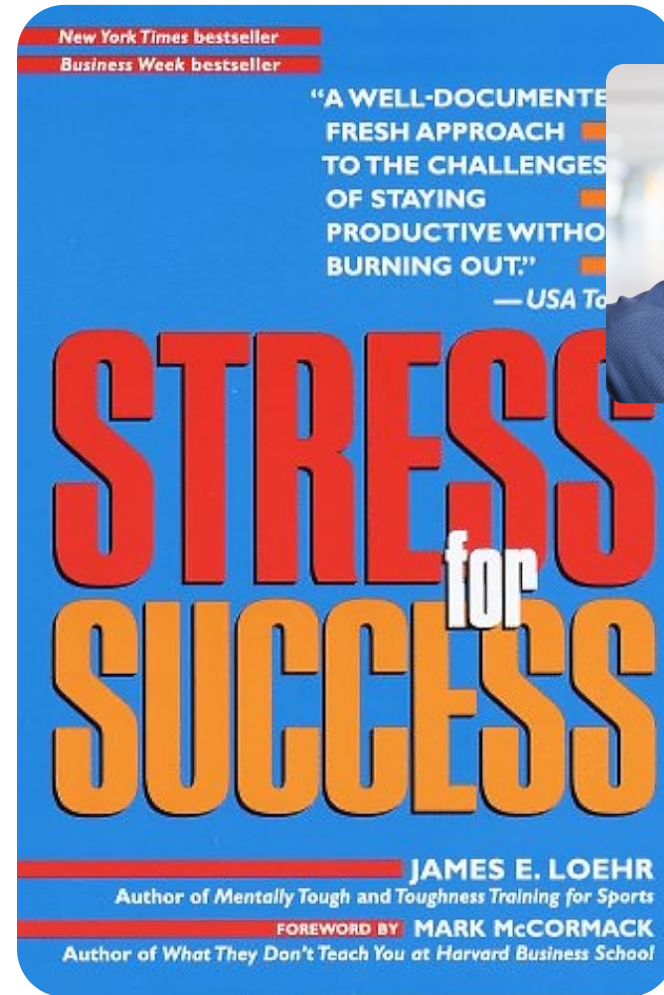
MONEY

So, is burnout just in your head?



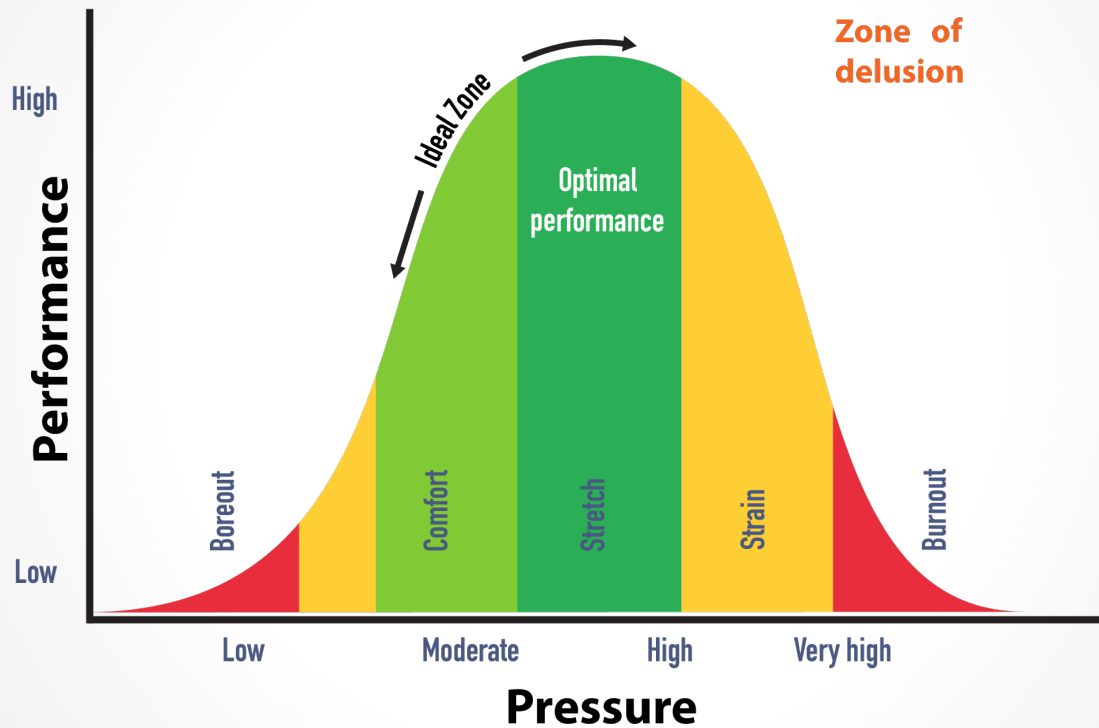


Kelly McGonigal
Health Psychologist



Jim Loehr
Sports Psychologist

PERFORMANCE IS NOT STRESS-FREE



Pressure Performance Curve – Delphis Learning, York, UK

Strategies to Fight Against Burnout *for you!*



OVERWHELM

- + Time management
- + Stress management



INSUFFICIENT REWARD

- + Self-awareness
- + Turn outward



PERCEIVED LACK OF CONTROL

- + Relationship with control
- + Autonomy



PERCEIVED LACK OF FAIRNESS

- + Accept mixed emotions
- + Confront challenges

Exercise



Overwhelm



Perceived Lack
of Control



Insufficient
Reward



Perceived
Lack of
Fairness

2 Questions

1. Which trigger is the biggest **obstacle** for you?
2. What is **one thing** you can do starting today?





FOCUS ON THE WORKPLACE

100% of employees need mental health support.

 ONEDIGITAL

McKinsey Analytics

Strategies to Support Mental Health

for your organization!



Build Organizational Infrastructure

Policies, environment,
culture, mission + values,
communications

Impact Every Employee

Education, on-demand tools,
learning + development,
recognition, connection

Implement Clinical Solutions

Access to care + resources
across the spectrum of
wellbeing

Build Organizational Infrastructure

examples

- **Cultural norms**

Work-life balance; rewards; stigma-free communications

- **Leader training**

Modeling; communication best practices; effective coaching





Impact Every Employee

examples

- **Mental Health Literacy**
On-demand education about mental health; tools to manage stressors; total wellbeing resources
- **Supportive connections**
Employee Resource Groups (ERGS); mentor programs



What two action items are you going to explore for your organization?

1 *Quick Hit*

2 *BHAG*



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A man with a beard and a backpack is riding a bicycle on a city street at night. The background is blurred with light trails from cars and buildings. A semi-transparent green overlay with a hexagonal pattern covers the middle of the image. The word "Questions?" is written in white, bold, sans-serif font across the center of the green overlay.

Questions?