

THE RESOURCE

HR INSIGHTS

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magazine

from the eyes of industry leaders

EXIT



How to Stop the Great Resignation

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Battling BURNOUT

In our latest Client Learning Session, Dr. Shawn Ricks gave a fantastic presentation on Burnout. Titled *'Burnout, Boundaries & Balance: Maintaining Wellness in Uncertain Times'*, it was a timely topic for so many of the hiring managers we work with on a regular basis. And, let's face it, many of our staff members as well. Dr. Ricks highlighted the different mental health/wellness trends - both in and out of the workplace - in the wake of the pandemic. Increased agitation, harder to focus, feeling pulled in multiple directions, being asked to do more with less. Sound familiar? We're living in a state of hyperarousal and hypo-arousal in part due to: the pandemic, social and civil unrest, COVID/pandemic fatigue. We are ALL experiencing and living through trauma.

We covered the 3 Types of Stress: Physical, Chemical & Emotional. In our current state of less time...less resources...less rest, this daily stress can become chronic stress. This stress reduces the immune system, and when our body's defense system for stress is constantly left on throughout the day, it eventually burns out. We were given some helpful tips on determining whether STRESS or BURNOUT is being experienced, and then learned the 5 Stages of Burnout: subtle dissatisfaction, subconscious disregard, conscious numbing, anxious exhaustion, and full-blown trauma.

What are the causes of BURNOUT?

- Workload - load doesn't match capacity
- Perceived lack of control
- Reward - does it match time and effort
- Community - relationships and communication
- Fairness - equitable treatment
- Values mismatch

In order to prevent burnout, creating Boundaries is key. In order to create boundaries - Be clear on your 'WHY', Learn to say "no", Block your calendar, and Limit the amount of access others have to you via email and text. Balance is "an alignment between the use of time and personal and professional goals and priorities—not necessarily equal distribution of time between professional and personal activities, but rather general satisfaction with one's life". (Berry, 2010)

We are at our best when we're balanced in the four main areas: Physical (Health), Mental (Focus), Spiritual (Purpose) & Emotional (Happiness). Dr. Ricks left us with some practical strategies for immediate use in our efforts towards achieving balance.

An important note for organizations: While most companies focus on wellness practices that are individual, it is important to examine and shift the culture of the workplace. If everyone is burnt out, it's time to look at the environment and adjust norms and expectations that may be responsible!

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"Walls keep everybody out. Boundaries teach people where the door is"

- Mark Groves



Best Regards,

A handwritten signature in black ink that reads "Kathy Hartung".

Kathy Hartung, CEO

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