



Staying Fired Up without Burning Out

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BREAKTHROUGH TO BETTER

Burnout is not inevitable!

~~burn·out:~~

/'bɜːn, out/

burn·out:

/'bɜːn, out/

a syndrome

conceptualized as

resulting from

chronic workplace stress that has not

been successfully managed



heart disease

asthma

obesity

diabetes

headaches

depression

anxiety

gastrointestinal issues

alzheimer's

accelerated ageing

burn-out: It is characterized by three
/'bɜ:n, out/ dimensions

Can you guess what they
are?

burn·out: exhaustion

/'bɜːn, out/

cynicism

inefficacy

burn·out: exhaustion

/'bɜːn, out/

Immense emotional, physical, and/ or
cognitive fatigue

burn·out: cynicis

/'bærn, out/

More of the hallmark of burnout than just
the stress and exhaustion

It can lead to disengagement

burn·out: inefficacy

/'bɜːn, out/

A lack of productivity and feelings of
incompetence

Feeling like you can't keep up or won't be
successful

burn·out: exhaustion

/'bɜːn, out/


cynicism

inefficacy





What's wrong with me??



I should be able to
handle this.

What's wrong with me??

I should be able to
handle this.

What's wrong with me??

What does any of this
matter?

I should be able to
handle this.

*I'm barely making it
through the day.*

What's wrong with me??

What does any of this
matter?

I should be able to
handle this.

I'm barely making it
through the day.

What's wrong with me??

I feel stuck.

What does any of this
matter?





**What's wrong with the person who is
burning out?**



What about when burnout is taboo?



**What about the pressure to just try
harder?**

Let's pay attention to the

RELATIONSHIP



Mismatches in the Areas of Worklife

Workload

Community

Control

Fairness

Reward

Values

A close-up photograph of a yellow construction sign. The sign features the words "OVERSIZE LOAD" in large, bold, black capital letters. Above the sign, a red triangular warning sign is visible, and a white arrow points downwards from the word "WORK", which is written in a large, white, sans-serif font across the upper right portion of the image. The background shows the yellow metal structure of a vehicle or piece of machinery, with a black perforated metal grille visible behind the sign.

WORK

OVERSIZE LOAD



Workload mismatch:
imbalance between demands and
resources

“There’s no way to get everything done.”

Watch out for what's sneaky

The belief that everything is important

Working during down times as a habit

Stretching to meet a new challenge but winding up
working beyond healthy limits

Struggling with boundaries



Contro

A person wearing a white protective suit, hood, and goggles is working on a mechanical component. The background is a solid blue color.

Control mismatch:
not having the appropriate level of
responsibility or access to the tools
needed

“I could do a great job if they’d let me.”

Watch out for what's sneaky

Competing demands on your time

Responsibilities beyond your authority or resources

Working outside of defined roles

Not asking for what you need/want

A woman with dark hair pulled back, wearing a dark blue t-shirt, is smiling and clapping her hands. She is in the foreground, slightly to the left. In the background, several other people are visible, also clapping, though they are out of focus. The overall atmosphere is positive and celebratory.

Reward



Reward mismatch:
lack of regular acknowledgment
and/or financial, social, or intrinsic
rewards

***“No matter what I do,
it doesn’t seem to matter.”***

Watch out for what's sneaky

Thinking that you *should* care about rewards that
you don't

Spending a lot of energy on rewards that don't
matter to those being recognized

Wanting recognition without giving it in return



Community



Community mismatch:
insufficient sense of support,
collaboration, and positive feelings

***“It’s hard to know who to trust around
here.”***

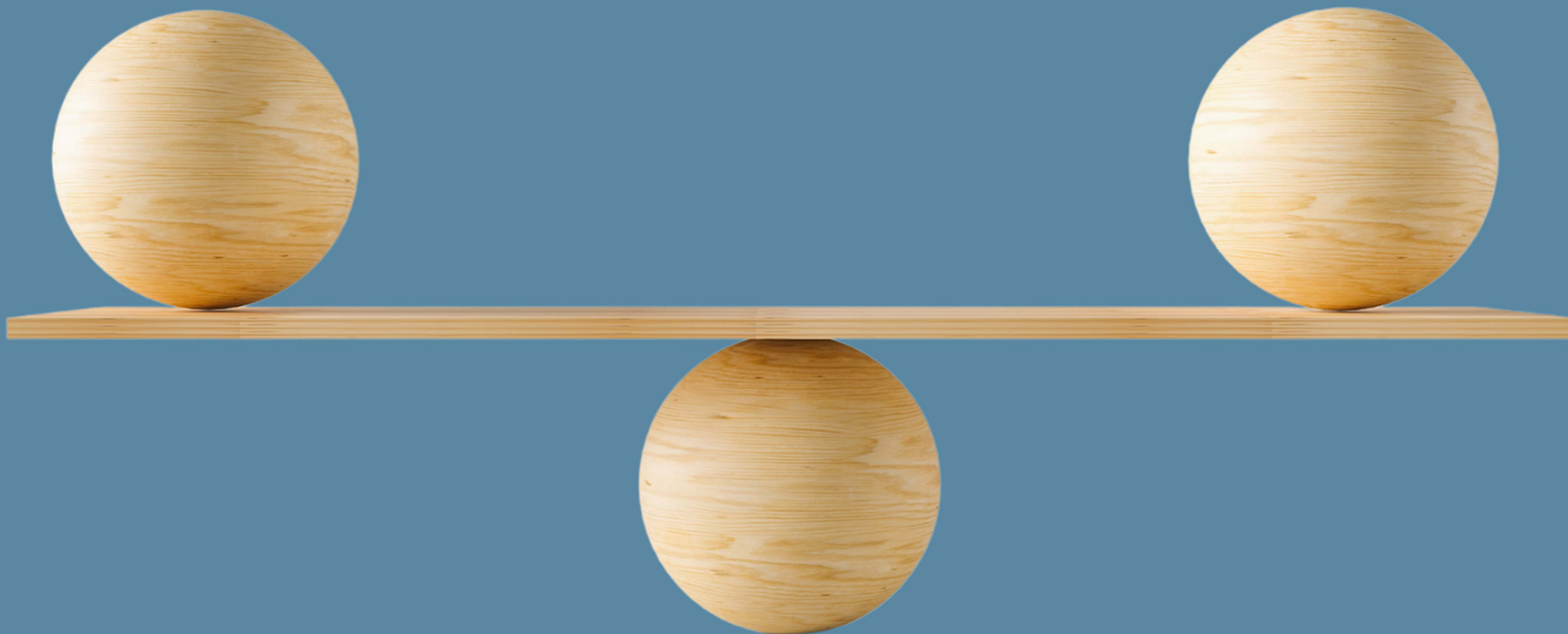
The background of the slide features a large, faint illustration of a diverse group of stylized human figures holding hands in a circle. The figures are rendered in various colors including blue, green, orange, pink, and yellow, symbolizing a multicultural and inclusive community.

Watch out for what's sneaky

Feeding a community that's based on negativity like
gossip or churning up conflict

Not participating in the “community economy”

Fairness



Fairness mismatch:
inconsistent and inequitable rules
and/or allocation of resources

***“It’s who you know, not what you do,
that matters.”***

Watch out for what's sneaky

Fair (but not transparent) practices seen as unfair

Inability to recognize when fairness actually exists
because of past experiences

What seems fair to you may not to someone else

A pair of legs wearing colorful polka-dot socks. The left leg is wearing a purple sock with large cyan polka dots and a pink heel patch. The right leg is wearing a grey sock with small yellow and white polka dots and a blue heel patch. The background is a light, neutral color.

Areas of Worklife

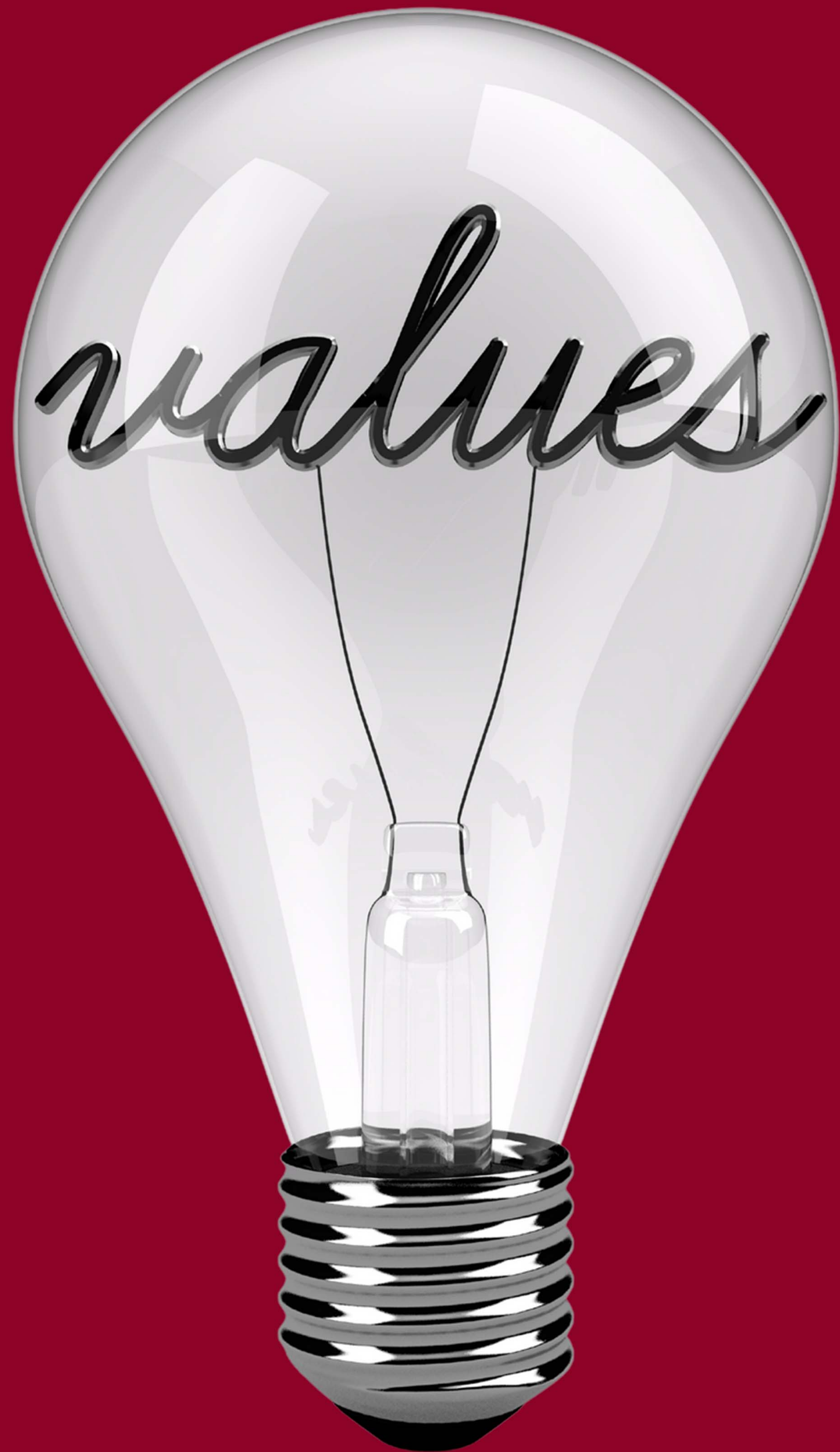
Workload

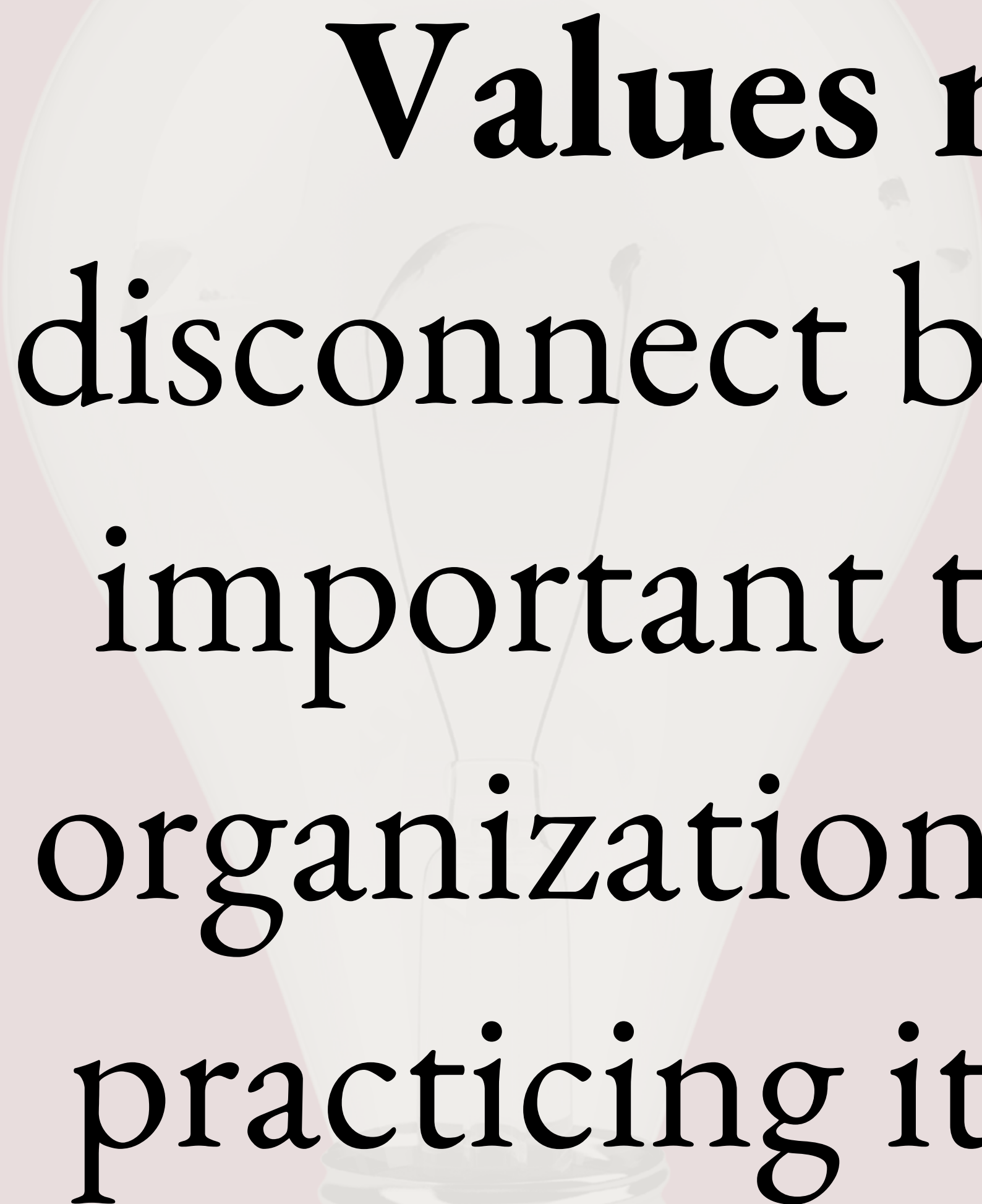
Community

Control

Fairness

Reward





Values mismatch:
disconnect between what is
important to you and the
organization or the org not
practicing its stated values

“They don’t practice what they preach.”



Watch out for what's sneaky

Thinking that you *should* hold values you don't

Thinking that multiple values can't both be true

Judging other people (but not ourselves) when they
depart from their values



Do you have any mismatches?

Workload

Community

Control

Fairness

Reward

Values

1

Burnout is not
inevitable!

2 Pay attention

What you hear
Your emotions
Your body

3 Know your options

What can I do by myself?

What can I do with others?

What can I influence others to do?

4

Focus on what's possible

I could...

I can...

I am going to ...



The world needs your
good work!