

ED Session: Being Burnout Resistant

Krista Padgett

BREAKTHROUGH TO BETTER



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EXECUTIVE & LEADERSHIP COACH

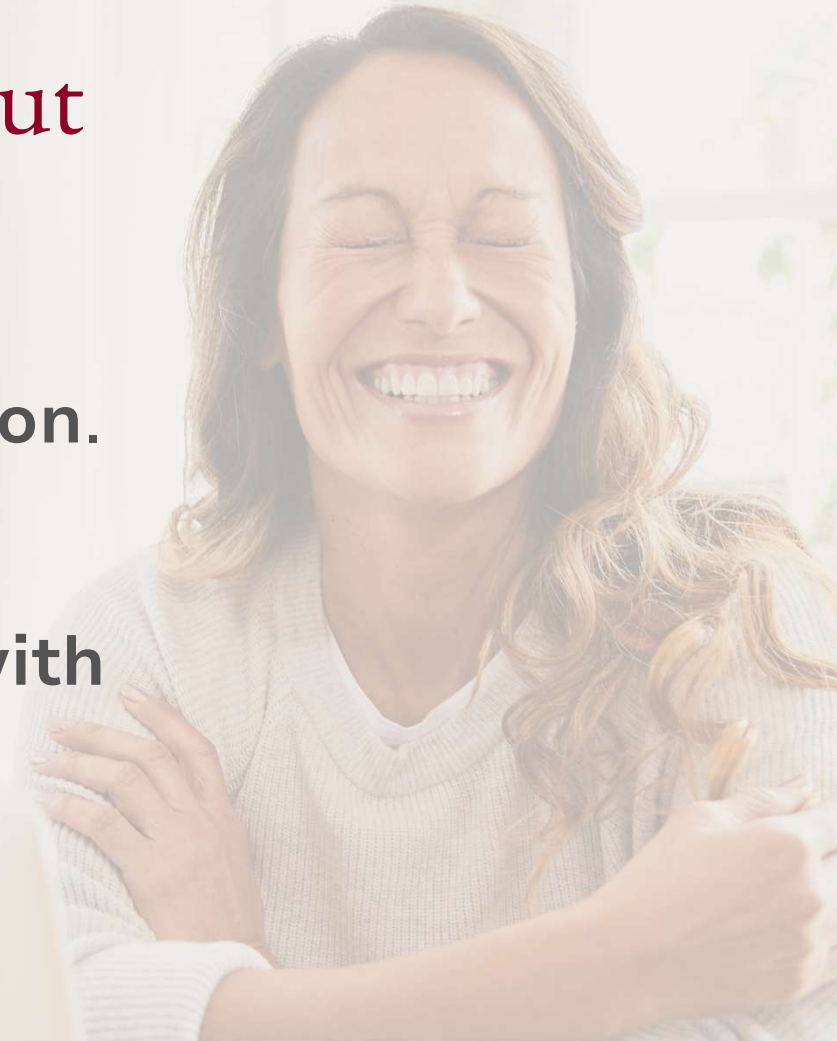


Helping leaders avoid burnout

Stop.

Figure out **what is really going on.**

Make a plan to
**develop a better relationship with
work.**



Burnout is not inevitable!

This is your time!

How can you and your teams
be burnout resistant?

burn·out:

/'bɜːn, out/

a syndrome
conceptualized as
resulting from

chronic workplace stress that has not
been successfully managed

burn·out: exhaustion

/'bɜːn, out/

cynicism

inefficacy

Let's pay attention to the

RELATIONSHIP

What's creating a Match or Mismatch for you?

Workload

Community

Control

Fairness

Reward

Values



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
(like taking on other people's work)



Control

A person wearing a white protective suit, hood, and goggles is working on a piece of equipment. The image is overlaid with a semi-transparent blue filter.

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.”

A person wearing a flight suit and goggles is shown in profile, looking out of a cockpit window. The image is overlaid with a semi-transparent blue filter.

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 photograph of a woman with dark hair tied back, wearing a dark blue t-shirt, smiling and clapping her hands. In the background, other people are blurred, suggesting a group setting or a meeting. The word "Reward" is overlaid in a large, dark blue serif font on the right side of the image.

Reward

A woman with dark hair tied back, wearing a blue t-shirt, is clapping her hands and smiling. The background is blurred, showing other people in a similar setting. The text is overlaid on the image in a dark blue, serif font.

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 being recognized

Wanting recognition without giving it in return





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

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

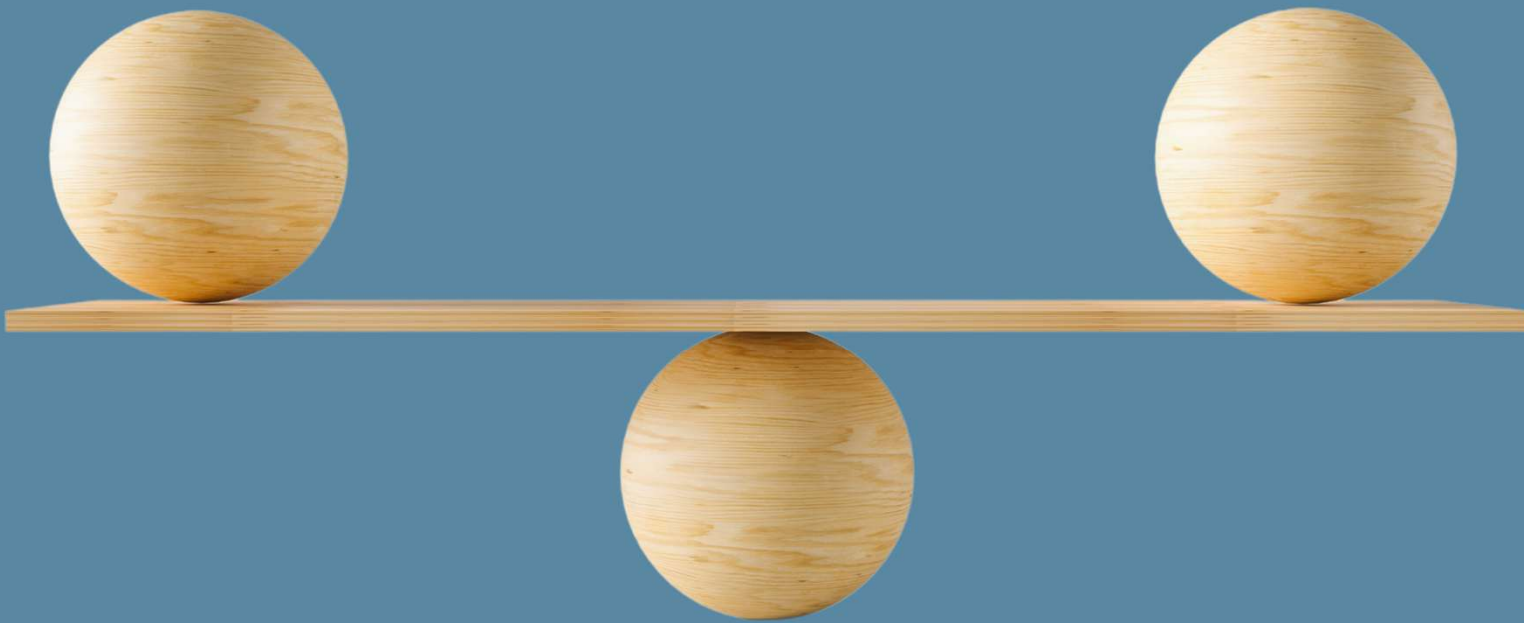


Watch out for what's sneaky

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

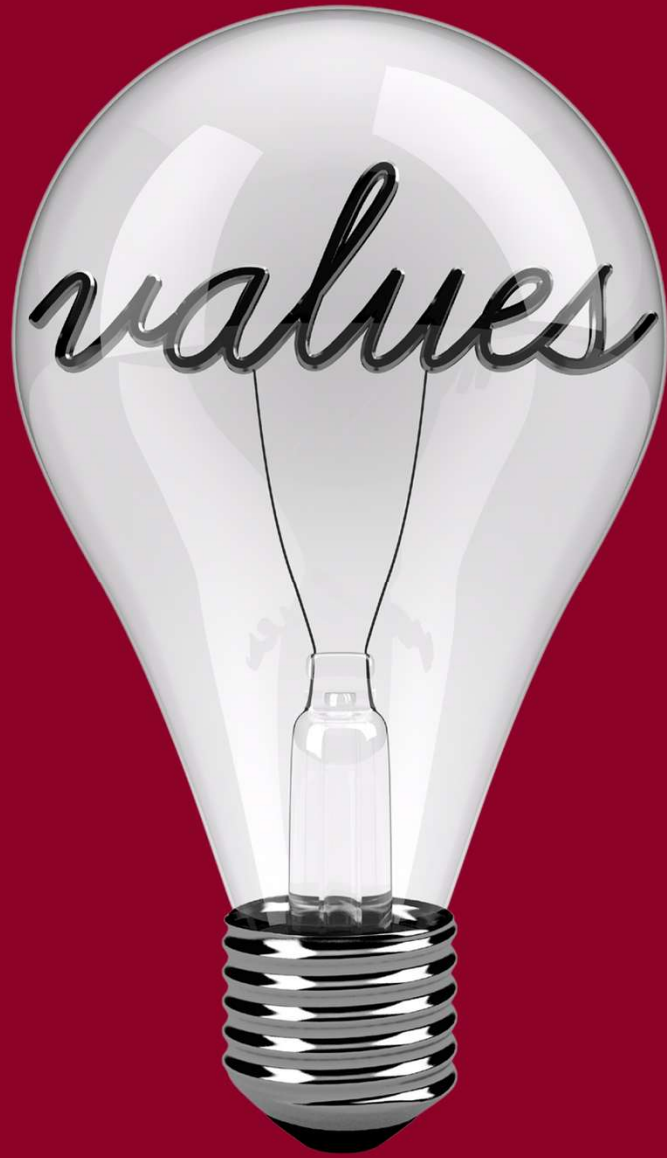
*“It’s who you know, not what you do,
that matters.”*

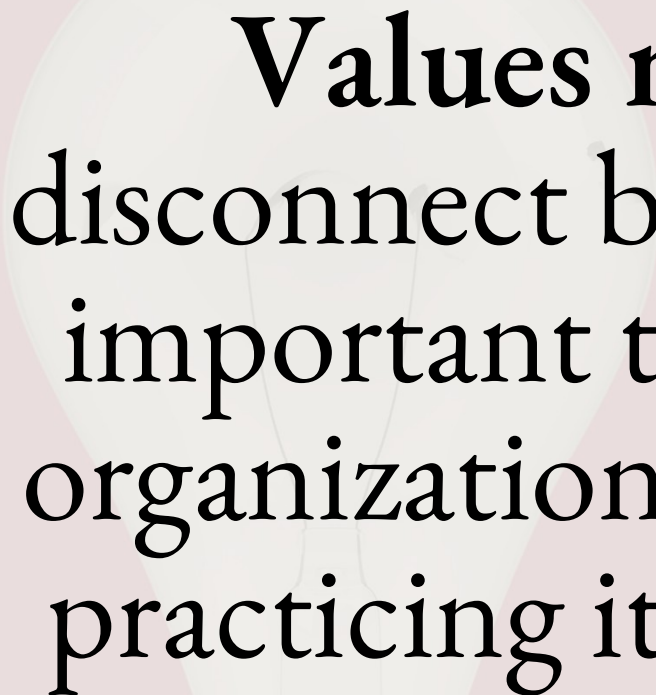
Watch out for what's sneaky

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





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

What are you aware of
in your own
Areas of Worklife?



Breakout Questions

What could you do by yourself...

What could you do with others...

What could you influence others to do...

**to get more alignment in this Area of Worklife
for yourself or your organization?**

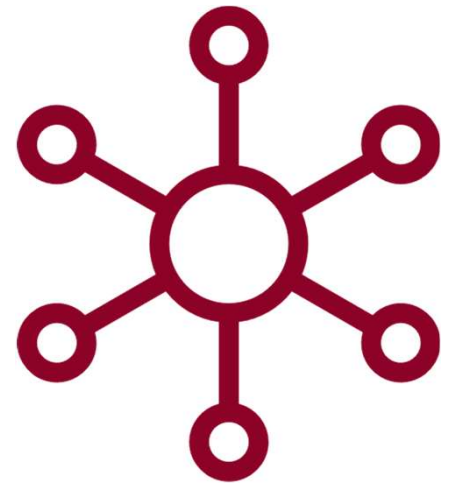
Guidelines

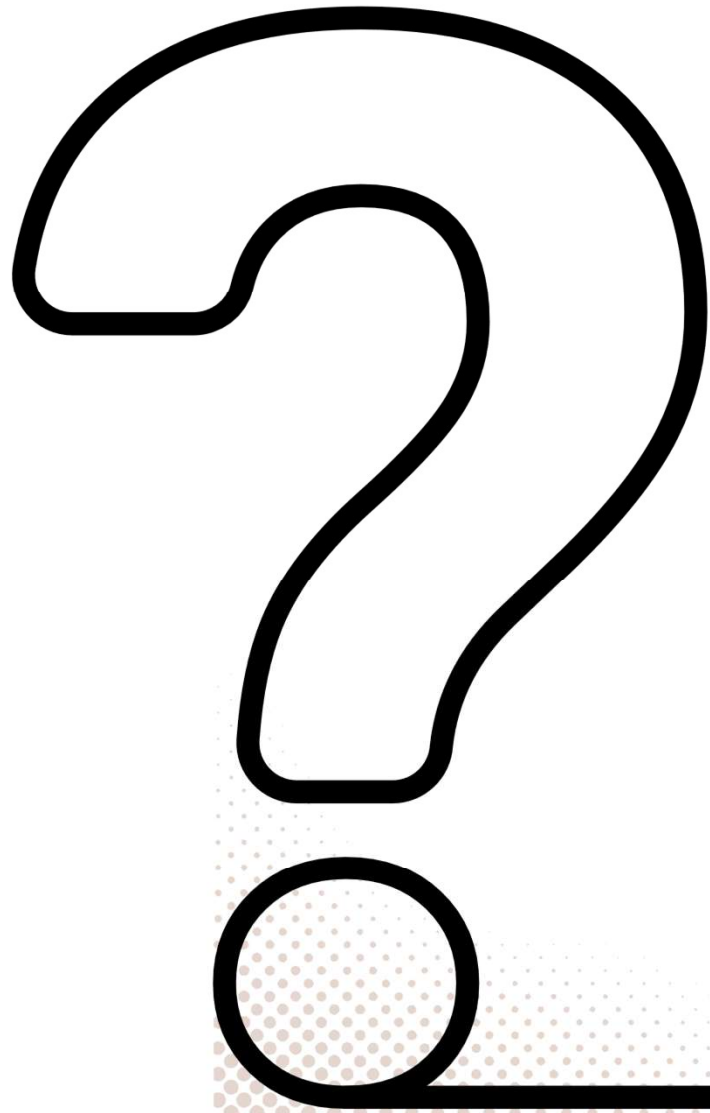
- Stay in brainstorming mode
- Focus on what you can do
- Start ideas with:

“I would be willing to...”

“I could...”

“I can...”





Questions



WORK
↓

OVERSIZE LOAD



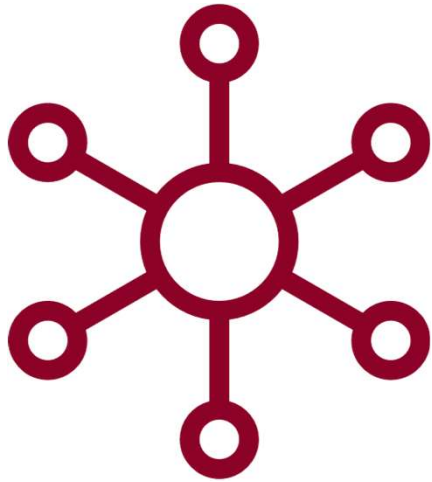
I could...

Audit my workload for what is most important

Remove my email app on weekends

Plan far enough ahead to be able to delegate

**Ask for meeting agendas so I can
decide if I need to attend**



**What could you do
to get more alignment in this
Area of Worklife for yourself
or your organization?**

“I would be willing to...”

“I could...”

“I can...”



Control

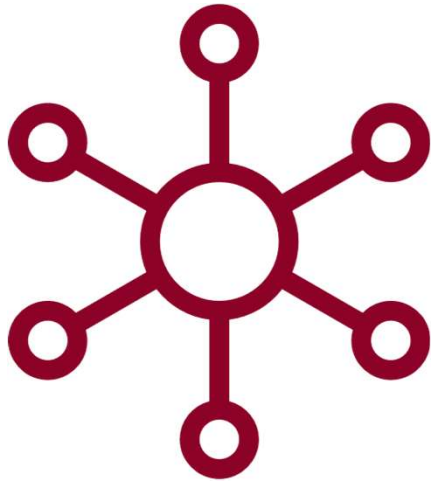
A person wearing a flight suit and goggles is shown in profile, looking out of a cockpit window. The image is overlaid with a semi-transparent blue filter.

I could...

Seek buy-in from my leadership to
cut back on low-value activities

Identify specific situations where roles are
problematic

Identify circumstances where I feel tempted or
pressured to take on other people's tasks



**What could you do
to get more alignment in this
Area of Worklife for yourself
or your organization?**

“I would be willing to...”

“I could...”

“I can...”

A woman with dark hair tied 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, other people are blurred, suggesting a group setting or a meeting. The word "Reward" is written in a large, dark blue serif font on the right side of the image.

Reward

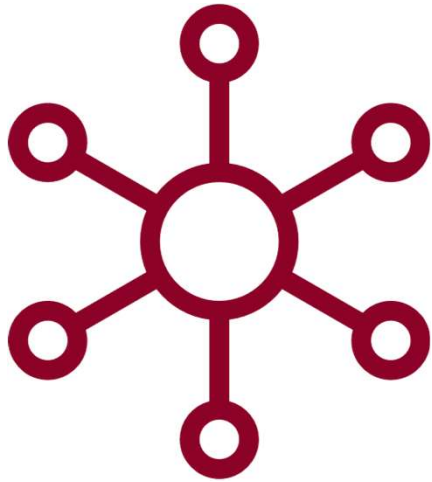


I could...

**Make it a habit of recognizing others,
which also builds community**

**Decide what rewards I most care about and how
to ask for them**

Explore how to make my work more visible



**What could you do
to get more alignment in this
Area of Worklife for yourself
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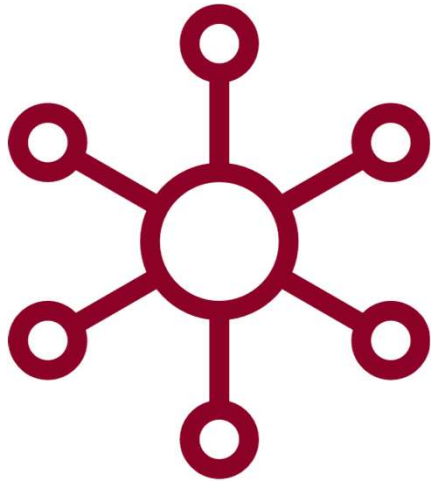


I could...

Connect regularly with supportive people

Monitor my energy so that I'm fully able to engage when participating in social activities

Create a community-building opportunity where one doesn't exist



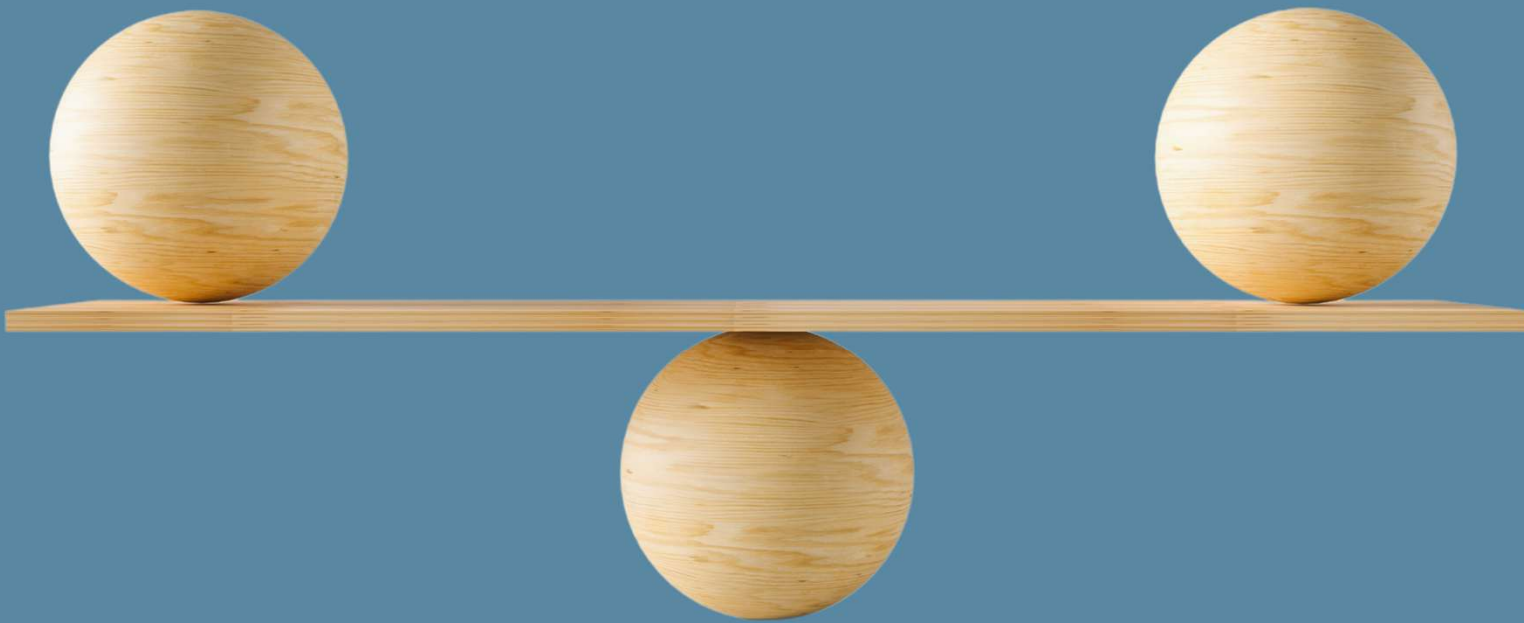
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Fairness

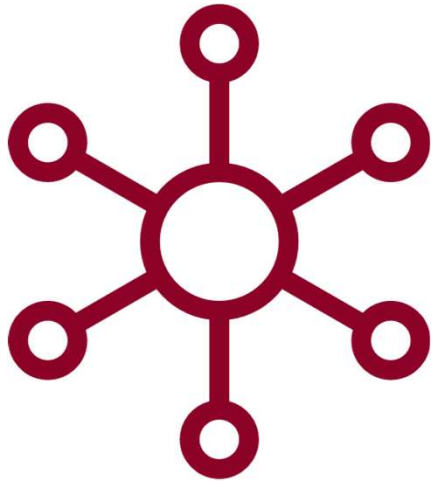


I could...

Provide feedback about processes that I do not perceive as fair and why

Intentionally share information about how important processes are managed

Advocate for others who are not being treated fairly

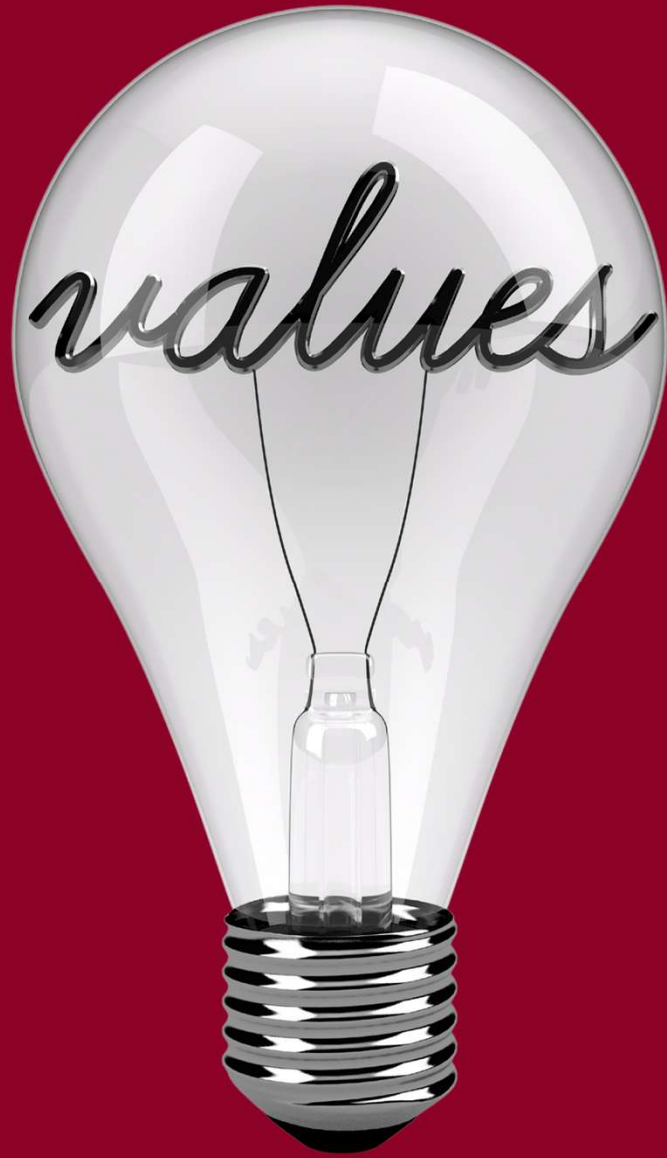


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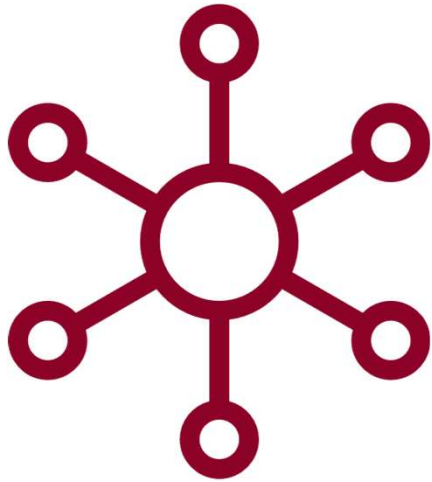


I could...

Be clear about which values are most important to me and how I exhibit them

Speak up when values are not lived out

Explore when unpleasant emotions might be signs of a values mismatch



**What could you do
to get more alignment in this
Area of Worklife for yourself
or your organization?**

“I would be willing to...”

“I could...”

“I can...”



**What is one idea
you are going to
take away and try?**





Take Action to Make Your Team
(and Yourself)
Burnout Resistant



Get in touch @ kristapadgett.com