

extinguishing **BURNOUT**



In 2023 corporate buzzwords like “quiet quitting” and “the great resignation” make it seem that employee burnout is not only on the rise but also inevitable. Employees experiencing burnout tend to report lower job satisfaction, a negative view of work-life balance, and a higher chance of seeking new job opportunities elsewhere. Thankfully, employee burnout is not inevitable but rather very much preventable! Here are 5 ways to prevent employee burnout:

LISTENED AND HEARD

Schedule time in your calendar to check in with employees to see how they are doing. Discuss issues directly with them if they seem to be showing signs of burnout. Explore the issues and work with them to find a solution that both of you agree upon.

APPRECIATION IS KEY

Show appreciation for a specific project, difficult conversation, or just the general good job they do at the company. It's important to show gratitude to our employees not only for their tasks but also for who they are as people. Bonus: find out how they like to receive appreciation. This could be a coffee, high five, or public praise. Knowing this will make a difference and make it a little easier for you.

CRYSTAL CLEAR

We can't always change the amount of work coming in, but we can change how we tackle it. Confirm directions, timelines, and key details are all accurate and organized for your employees. Having a clear path to the finish line can help reduce stress and make the journey more enjoyable.

IT'S THE LITTLE THINGS

Find out the little things that help your employees enjoy the workday. Allow them to listen to music, take a 15-minute walk outside, or play a short team-building game. It's essential to break up tasks to make the day more enjoyable!

MENTAL HEALTH MATTERS

Employee burnout is directly related to mental health. Continue sharing resources (employee assistance program) that your company and team can access. Keep in mind employees may be uncomfortable sharing their struggles directly with a manager. Some options to combat this are talking about mental health to a general group or staff meeting or using an anonymous rating system to determine where employees are at with their mental health.

When your employees are on the verge of burnout, identifying the signs early is crucial to prevention. Use these 5 tips, encourage employees to access their EAP to utilize a Village counselor, and bring the fun back into work! Healthy and happy employees result in a more productive business.

