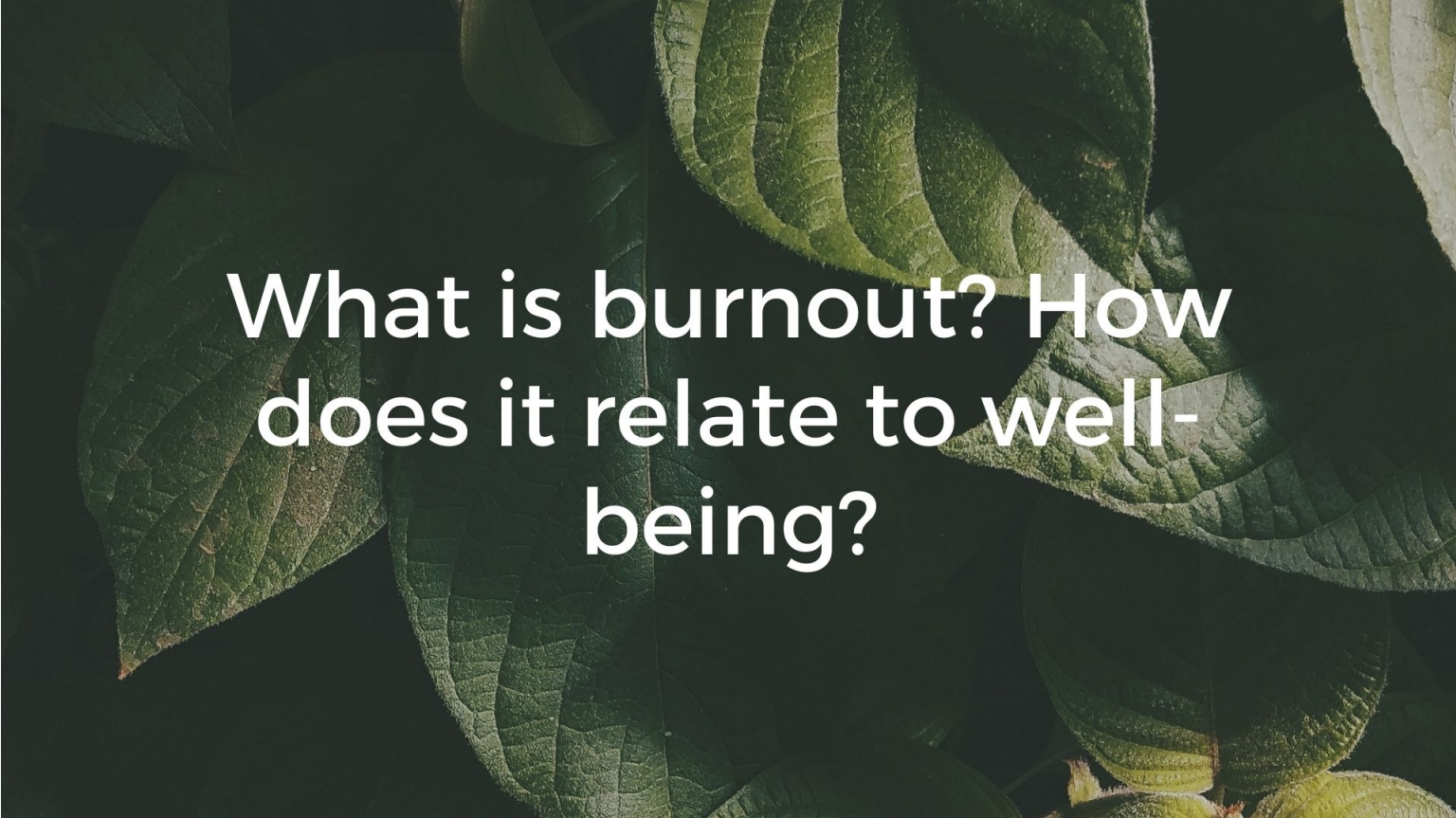


# Burnout & Well-Being: Help Your Workforce Win





**What is burnout? How  
does it relate to well-  
being?**



# 69%

of respondents had suffered from burnout as a result of their job.

Media and healthcare workers experienced the highest levels of burnout.



**Burnout is the  
purview of the  
employer**



# Top 5 Causes of Burnout

- **Unfair treatment at work**
- **Unmanageable workload**
- **Lack of role clarity**
- **Lack of communication & support from manager**
- **Unreasonable time pressure**



# Combat burnout: 4 strategies

**01**

Rethink  
Meetings

**02**

Help Employees  
Feel Purpose

**03**

Culture: Openly  
discuss difficulties

**04**

Empathetic  
Leaders



# Rethink Meetings

- Meetings can be draining.
- No meeting Fridays?
- This relates to the larger issue: overloaded employees.



## Feeling Purpose

- With the good that the company is doing
- That is aligned with one's personal purpose





# **Culture: Discuss Difficulties**

And ask what your workforce  
needs

# Empathetic Leaders

Empathy: The ability to be aware of, understand, and appreciate the feelings and thoughts of others.





# Emotional Intelligence



# Developing Empathy

- Actively listen more than you speak.
- Be vulnerable.
- Don't make assumptions.
- Use your imagination.



# Developing Empathy

1. Think about your significant other or a friend, family member, or coworker.
2. What has their mood been like in recent days?
3. What's going on in this person's life that might be making them happy or sad, anxious, or angry?
4. How are you contributing?
5. What could you do or say to improve this person's situation?



# Developing Empathy

Cultivate curiosity about strangers.

More than a brief chat about weather.

Challenge yourself to talk to one stranger each day.





# Well-being

Well-being is the experience of *health, happiness, and prosperity*. And--

- Good mental health
- High life satisfaction
- A sense of meaning or purpose
- Ability to manage stress

--Davis, Tchiki, Psychology Today, January 2, 2019. What Is Well-Being? Definition, Types, and Well-Being Skills

A close-up photograph of several green leaves, likely from a plant like corn or sorghum, with prominent veins. The leaves are arranged diagonally across the frame. Overlaid on the leaves is white text. The background is a soft, out-of-focus green.

# Improve Well-being

Nature

Movement

Prioritize and cut out non-essentials

Enhance emotional intelligence





# Nature & Well-being

5 ways nature can improve your well-being

1. Relaxed mind &  
body

2. Balance personal & work life.

3. Be open to new  
possibilities.

4. Connect with something larger  
than self.

5. Finding meaning in what you see



# Emotional Intelligence & Well-being

J. MILLS COVISHING

1

## SELF-REGARD

*Believing in oneself and living according to your values*

2

## OPTIMISM

Ability to *recover from setbacks* and claim a happy state

3

## INTERPERSONAL RELATIONSHIPS

Mutually satisfying relationships that include *trust and compassion*.

4

## SELF-ACTUALIZATION

Willingness to learn and grow on a journey *aligned with personal values*

**Questions?**



## Contact me for:

- **Emotional intelligence assessment & coaching for leaders and workforce**
- **Workshops on burnout prevention & well-being**

jwillscoaching.com  
jennifer@jwillscoaching.com  
202.677.3785

