



# MACRO- SOLUTIONS FOR BURNOUT



CREATING A CULTURE OF WELLNESS





# BURNOUT IS REAL.

“It is unrealistic to keep working at this pace. You can’t self-care yourself out of a burn out issue.”

Dr. Jessica Sharp

[LETS GET STARTED](#)

# HOW TO COMBAT ORGANIZATIONAL BURNOUT

01

## STATE OF EMPLOYEE HEALTH

Perform a state of health for your organization.

02

## BUY IN FROM LEADERSHIP TEAM

Employee burnout is costing \$4,000 - \$21,000 per employee. [Are you speaking your CEO's language?](#)

03

## CULTIVATE BELONGING

Cultivating belonging requires that everyone feels psychologically safe to be their authentic self.

04

## CREATE A CULTURE OF WELL-BEING

Practice and communicate boundaries. Role model and integrate wellness into the 9-5.



# STATE OF EMPLOYEE HEALTH

## RUN THE NUMBERS

Numbers about organizational burnout are more impactful than anything you say.

[\*\*DOWNLOAD TEMPLATE\*\*](#)

# MAKE YOUR CASE

## SPEAK YOUR CEO'S LANGUAGE

According to the American Journal of Preventative Medicine, employee burnout is costing employers approximately \$4,000 – \$21,000 per employee.



### METRICS

Your CEO reads numbers. Show the metrics of organizational burnout tied to revenue.

[DOWNLOAD TEMPLATE](#)



# CULTIVATE BELONGING

*“Workers who feel a strong sense of belonging are 2.5 times less likely to feel burned out.”*



## AUTHENTICITY

Promote psychological safety using [this survey](#). Everyone must be safe to be themselves.



## CHECK INS

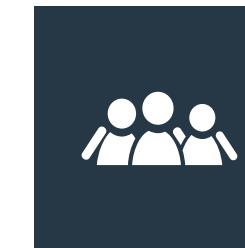
Leaders schedule regular one-on-one check-ins with employees.



## ACCESSIBILITY

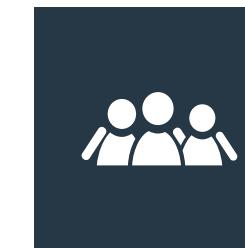
Introverts or [nuerodivergent employees](#) require different engagement. Create opportunities for everyone to comfortably engage.

# CULTURE OF WELL-BEING



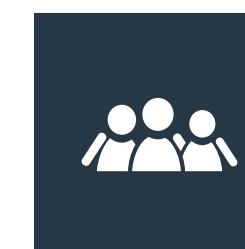
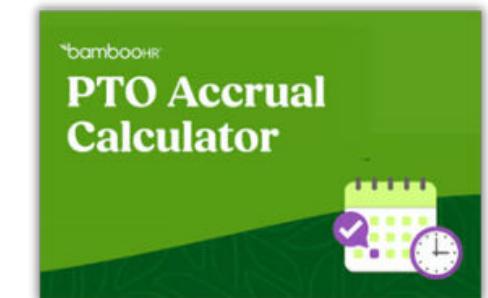
## ASSESS WORKLOAD

- Assess workloads and shifting priorities
- Prioritize clear roles and responsibilities



## PROMOTE WELLNESS

- Encourage time away
- Create boundaries for yourself
- Encourage the use of PTO



## EMPLOYEE ENGAGEMENT & PARTICIPATION

- Collect feedback
- [Foster Employee Resource Groups \(ERGs\)](#)
- Measure the participation in programs.

[Download self-service tool to remind employees](#)



# BREAKING THE BURNOUT CYCLE

Join Dr. Jessica Sharp as she talks about more individual and organizational burnout strategies to influence your culture.

Gain tools for yourself and how to influence a culture of wellness.

[WATCH](#)