



Burnout Busters

BLUEPRINT FOR LEADERS

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WELCOME

Welcome to the Burnout Busters' Blueprint eGuide! In today's fast-paced and demanding work environments, burnout has become a significant concern for leaders across all industries. Recognizing and addressing the drivers of burnout is crucial for maintaining a healthy and productive workforce. This eGuide aims to equip leaders with the knowledge and strategies to identify, understand, and effectively combat burnout in their organizations.

Burnout is a complex phenomenon characterized by feelings of exhaustion, cynicism, and reduced effectiveness at work. Research has identified six key drivers of burnout, each playing a unique role in contributing to employee stress and dissatisfaction: Imbalance in workload; lack of job control; lack of positive feedback; lack of healthy workplace community, lack of fairness, and lack of values alignment.

Join us on this journey to become a Burnout Buster and transform your organization for the better!

Dr. Lucy Houghton



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INTRODUCTION

In this guide, we will give you starter ideas on how to address the six drivers of burnout. Take time to ask thoughtful questions of your front-line staff so you can fully understand the root causes of burnout and implement evidence-based solutions. By addressing the drivers of burnout, leaders can create a workplace culture that promotes employee engagement, resilience, and flourishing. If you would like to deep dive into what is driving your organization's burnout, please schedule a call.

Just in case you need a little incentive to get going, here are the top 7 research findings on how addressing burnout improves organizations.

- Increased job satisfaction among employees (Shanafelt et al., 2015).
- Improved mental health outcomes, including reduced symptoms of depression and anxiety among employees (Salyers et al., 2017).
- Increased employee engagement, resulting in higher levels of job satisfaction, commitment, and motivation (Shanafelt et al., 2019).
- Higher levels of productivity and performance (Pfeffer, 2018).
- Decreased turnover rates, saving organizations significant costs on recruitment, training, and lost productivity (Salyers et al., 2017).
- More likely to generate innovative ideas, problem-solving strategies, and creative solutions (West et al., 2018).
- Positive financial impact, including increased profitability, shareholder value, and long-term sustainability (Salyers et al., 2017).



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Workload

- Assess each team member's workload to ensure it is reasonable and realistic.
- Offer resources and support to help manage workload, such as training or tasks delegation options.
- Provide protected time and encourage breaks and time off to promote work-life balance.
- Consider implementing flexible work arrangements or job-sharing options.

Job Control

- Empower employees with autonomy over their work.
- Involve employees in decision-making processes and encourage their input and feedback.
- Clarify expectations and provide clear guidelines to reduce ambiguity and uncertainty.
- Consider a results-focused work guideline to give employees control over which meetings they need to attend.

Positive Feedback

- Regularly provide positive feedback and recognition
- Encourage peer-to-peer recognition and feedback.
- Provide opportunities for professional development
- Ensure that performance evaluations are fair and offer constructive growth.

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Build Community

- Foster a positive workplace culture that values teamwork, collaboration, trust, and respect.
- Co-create inclusive opportunities, voluntary social interactions, and team-building activities.
- Address conflicts and toxic behaviors promptly.
- Promote work-life balance and encourage employees to prioritize their well-being.

Fairness

- Ensure that policies and procedures are transparent, consistently applied, and enhance autonomy.
- Address concerns about favoritism or bias promptly and fairly.
- Encourage open communication and constructive feedback.
- Provide opportunities for all employees to contribute and advance based on their individual development goals.

Values Alignment

- Clarify and communicate the organization's values and mission with an opportunity for employees to ask questions.
- Provide values clarity workshops for employees to discover their personal values & how they align with the organization.
- Empower employees to identify areas where they make values-aligned contributions that are meaningful to them.

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WANT INDIVIDUALIZED SUPPORT?

BOOK A CALL

In your free Brave YOU session we will explore your goals and create a mini plan to get you started on addressing the drivers of burnout now. Just click the sticker below to view the scheduling calendar. If your computer does not allow links, visit us at lucyhoughton.com and book a session from there. In the session comments write: Burnout Busters!

