

Title: Before Burnout: Words transform into Wellness

"Are you burnt out or are you lonely?”

This! This is the kind of question that came up from our audience participation during last week’s Lean On Navy session. YOU, this community, continue to be our secret sauce! Thank you! And thank you to BetterUp Senior Behavioral Scientist Alissa Manolescu, who expertly led us through the research revealing the impact of burnout on our bodies and on our work. She dove in from both the individual perspective and the team perspective--for ourselves, and for the teams we lead. Illuminating! Watch the whole presentation here.

How does it help us to know that burnout is not just exhaustion, but also cynicism, and a feeling of lack of control, and may even be masking deeper loneliness, even when we are surrounded by people? It helps us, because when we can name it, we can prevent it—in ourselves and in the teams we lead. Sometimes, it’s as simple as the language we use.

Am I trying to “optimize” my performance and the performance of my team? What if instead of always looking for “efficiencies” to do more with less, I looked for "opportunities to invest" in wellness, with self-compassion and recognition, with encouragement and value alignment? We pulled the string on this question with participants sharing examples from across our military and industry, and I think ALL of us came away feeling encouraged, rejuvenated, and more deeply connected.

Listen, learn, and be well, friends!