# Navigating Burnout as a Business Psychologist

The Association for Business Psychology
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Fiona Kearns, Business Psychologist

**Strategic Confidence · Team Success · Women Leaders** 

Fiona@KearnsConsultancy.com +44 (0)734 1513095





### Agenda

- 1. How Burnout manifests
- 2. Tools to Manage Burnout
- 3. Actions, Q &A and Close





#### **Burnout Definition**

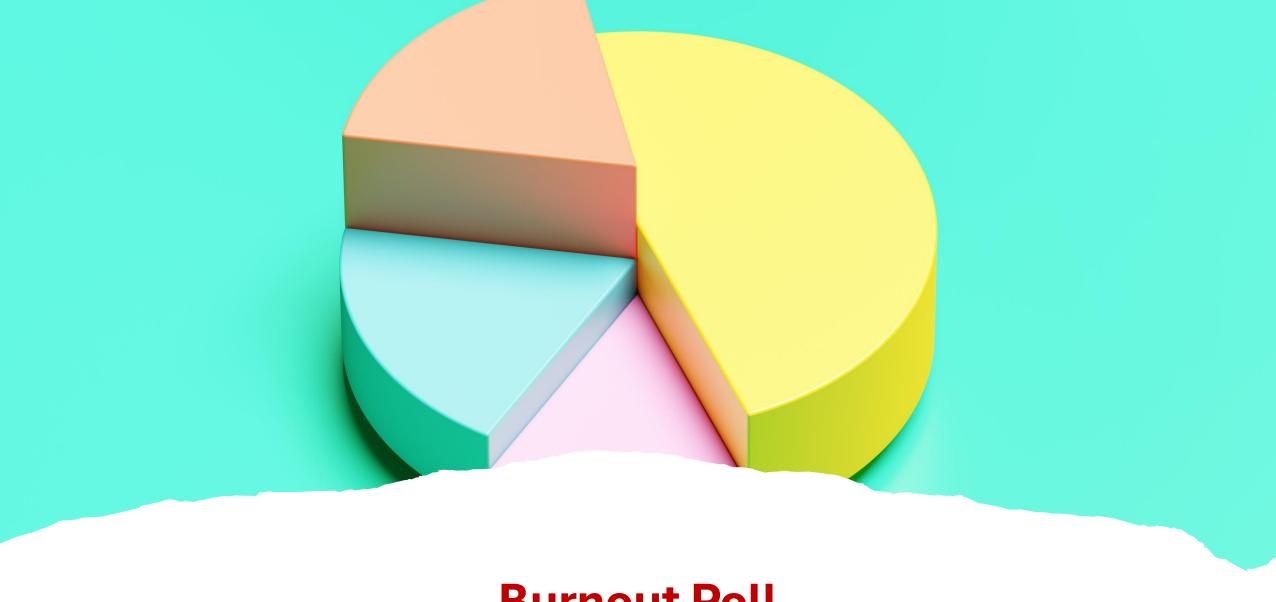
A syndrome conceptualized as resulting from chronic *workplace stress* that has <u>not been successfully managed</u>. Three dimensions:

- Feelings of energy depletion or exhaustion
- Increased **mental distance** from one's job, or feelings of **negativism** or cynicism related to one's job
- Reduced professional efficacy

World Health Organisation ICD 11 2022







#### **Burnout Poll**

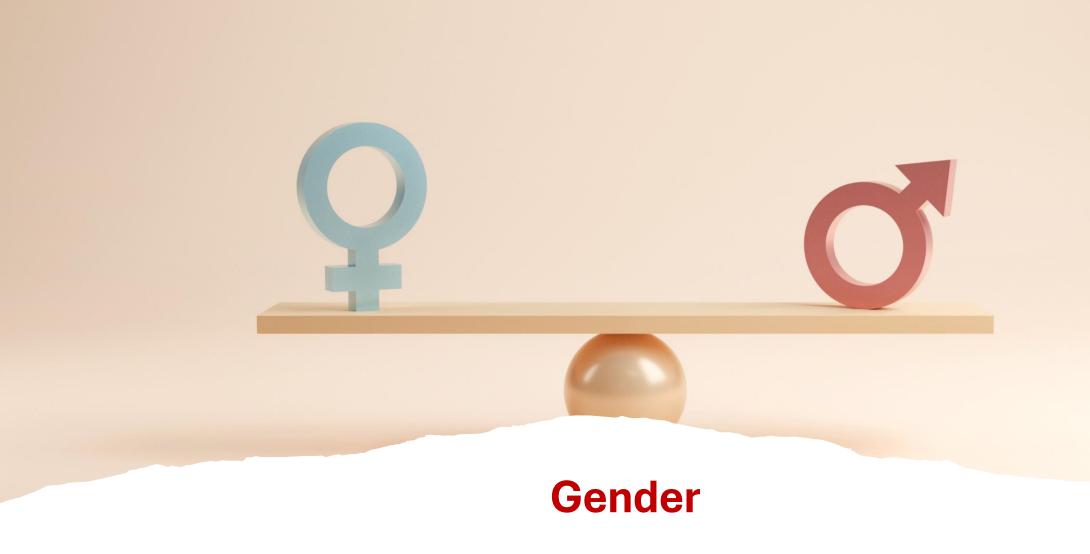


#### **Neurodiversity & Burnout**

- 15-20% of Population are Neurodivergent
- 4-5% of Population have ADHD,
- 93% Adults with ADHD experience burnout
- 69% of men/50% women make managers aware







# **Exhaustion & Depersonalisation**



#### **Early Predictors of Burnout**

- Workload
- Control
- Reward
- Community
- Fairness
- Values

Ref: Maslach, Christina, and Michael P. Leiter. 2008







Don't Care - Poor Performance - Numbing - Worker harder, no impact - Getting ill









**Exhaustion – Mental Distance – Emotional Impairment – Cognitive Impairment** 



#### **Assessment**





#### **Degrees of Burnout**

1st: Overwhelm, working effectively

2<sup>nd</sup>: Chronic stress, less motivation, survival mode

3<sup>rd</sup>: Mind-body shut down, simple tasks hard



#### **Degrees of Burnout Solutions**

1<sup>st</sup>: Overwhelm, working effectively

Self-care: breaks, device-free time, no evenings

2<sup>nd</sup>: Chronic stress, less motivation, survival mode

Mindset/Behaviour Change: self last, boundaries, say no

3<sup>rd</sup>: Mind-body shut down, simple tasks hard, emotional

**Deep life changes**: Stopping work completely, find coach-counsellor, reflection/new vision



#### **Avoiding Burnout: You**

- Watch your workload
- Regenerative activities
- Set Boundaries
- Get Support
- Stop the behaviour
- Mind yourself and your Wellbeing

Stop Powering through alone!







**Unfair – Unmanageable – Role Clarity – Communication & Support – Time Pressure** 





Time - Understanding - Forgive - Fun



#### **High Performance ≠ Burnout**

- 1. At work, work hard
- 2. Reflected deeply already
- 3. Accept won't get everything done
- 4. Ritual transition work to home
- 5. Boundaries between work and home
- 6. Opposite World
- 7. 'Phone' strategy
- 8. Keep work in perspective







## What's next?

- ✓ Be Alert to Burnout
- ✓ Let's discuss further
- ✓ Enjoyed Session recommendations appreciated!

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Kearns Consultancy applies Business Psychology principles to deliver organisational change, leadership development and high performing team training. We believe that great leadership is about skills not pre-existing ability and that we can all become better leaders.

Founding Director, Fiona Kearns is a former Tech CEO and an accomplished professional speaker. She is a Certified Business Psychologist specialising in working with women leaders on Strategic Confidence.

**CEO and Boards:** Build Capability to be Investment Ready

**Team Performance Building:** leadership & communication

**Keynote Speaker**: Book Fiona to speak at your event

