

Navigating Burnout as a Business Psychologist



The Association for Business Psychology
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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 not been successfully managed. 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





Gender

Exhaustion & Depersonalisation

Early Predictors of Burnout

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

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





Symptoms & Motivation

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



Personality



Burnout Assessment Tool

Exhaustion – Mental Distance – Emotional Impairment – Cognitive Impairment

Assessment



Degrees of Burnout

1st : Overwhelm, working effectively

2nd : Chronic stress, less motivation, survival mode

3rd : Mind-body shut down, simple tasks hard

Degrees of Burnout Solutions

1st : Overwhelm, working effectively

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

2nd : Chronic stress, less motivation, survival mode

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

3rd : 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!





Avoiding Burnout: Organisations

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



TUFF Recovery

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



Q & A

What's next?

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

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About Us

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

