

# Burnout and You

**Motivation and Beating Burnout for Parents**

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# Agenda

1. Early Predictors
2. Symptoms and Motivation
3. Burnout Assessment Tool
4. Avoiding-Recovering from burnout
5. Actions, Q &A and Close



## Burnout

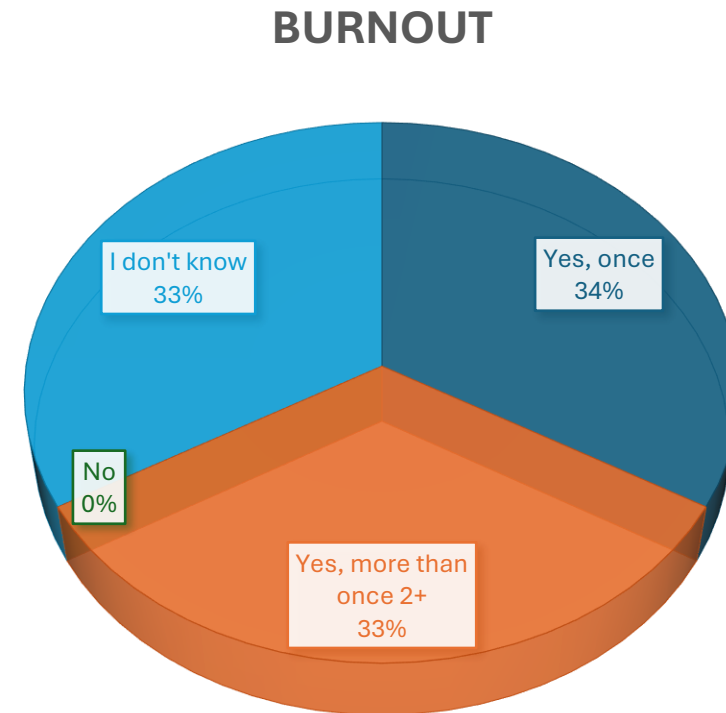
Chronic *workplace stress* that has not been successfully managed

# Pre-Event Survey

What you said about...

- ✗ Burnout – 66%
  - ✗ 80% on LI
- ✓ Motivation – 100%

\*Pre-Event Survey MotherBoard



# Neurodiversity & Technology

- 53% of Tech workers identify as Neurodivergent
- 4-5% of Population have ADHD, 15-20% ND
- 93% Adults with ADHD experience burnout
- 69% of men/50% women make managers aware





# 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**



**Gender**

**Exhaustion & Depersonalisation**





# Assessment Tool

Exhaustion – Mental Distance – Emotional Impairment – Cognitive Impairment

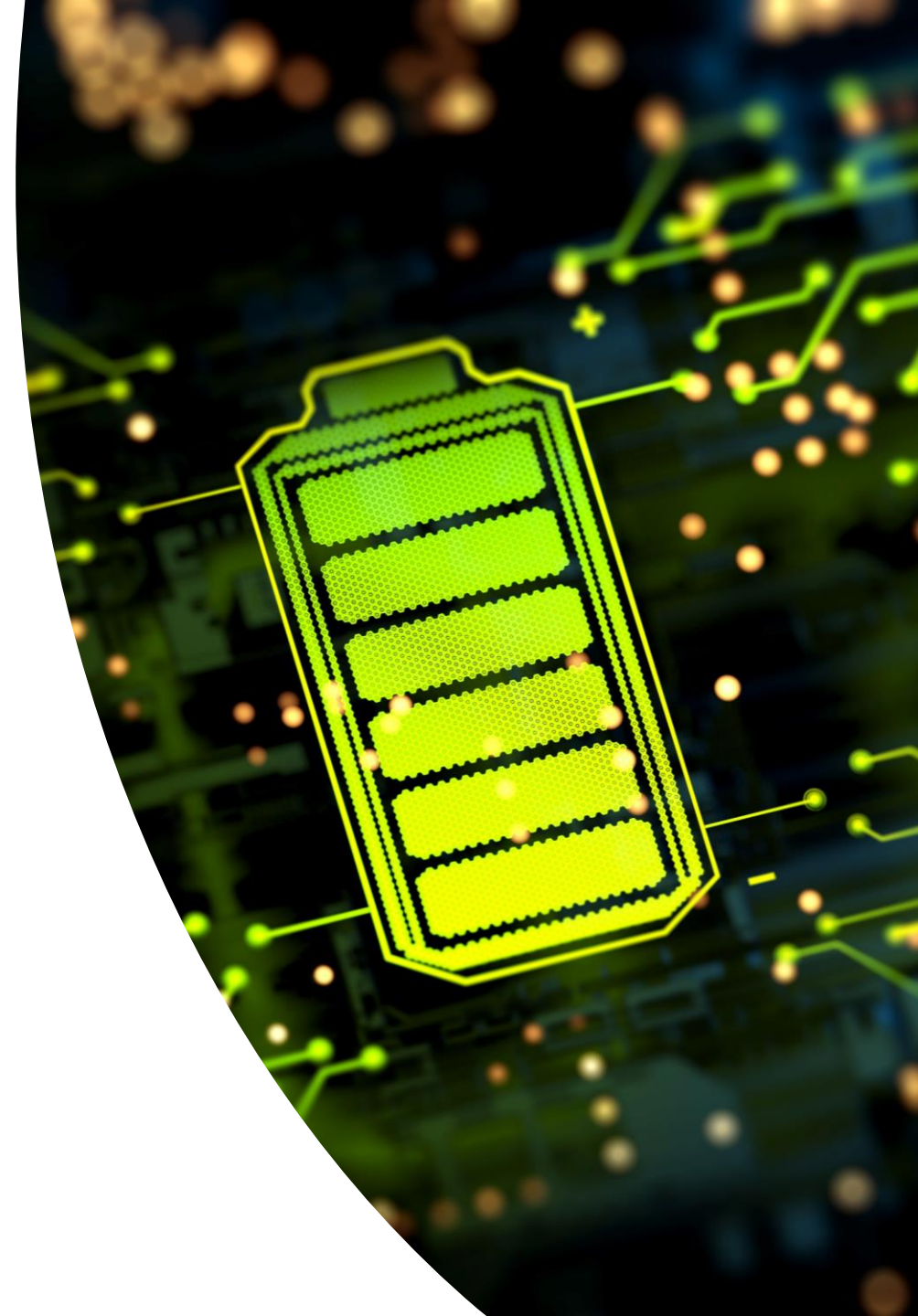
# Burnout Assessment Tool

- Exhaustion
- Mental distance
- Emotional Impairment
- Cognitive Impairment

Ref: The BAT is a 23-item measure of burnout developed by Schaufeli et al 2020

No.	Exhaustion
1	I feel mentally exhausted
2	Everything I do requires a great deal of effort
3	I find it hard to recover my energy
4	I feel physically exhausted
5	When I get up in the morning, I lack the energy to start the new day
6	I want to be active, but somehow I am unable to manage
7	When I exert myself, I quickly get tired
8	At the end of the day, I feel mentally exhausted and drained
	<b>Mental Distance</b>
9	I struggle to find any enthusiasm for my work
10	At work, I do not think much about what I'm doing and I function on Autopilot
11	I feel a strong aversion towards my job
12	I feel indifferent about my job
13	I'm cynical about what my work means to others
	<b>Emotional Impairment 5 Qs</b>
14	I feel unable to control my emotions
15	I do not recognise myself in the way I react emotionally
16	I become irritable when things don't go my way
17	I get upset or sad without knowing why
18	I may overreact unintentionally
	<b>Cognitive Impairment 5 Qs</b>
19	I have trouble staying focused
20	I struggle to think clearly
21	I'm forgetful and distracted
22	I have trouble concentrating
23	I make mistakes because I have my mind on other things

# Burnout Assessment



# Degrees of Burnout

1<sup>st</sup> : 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



# TUFF Recovery

Time - Understanding – Forgive – Fun





# Organisations - Avoiding Burnout

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

# You - Avoiding Burnout

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

***Stop Powering through alone!***



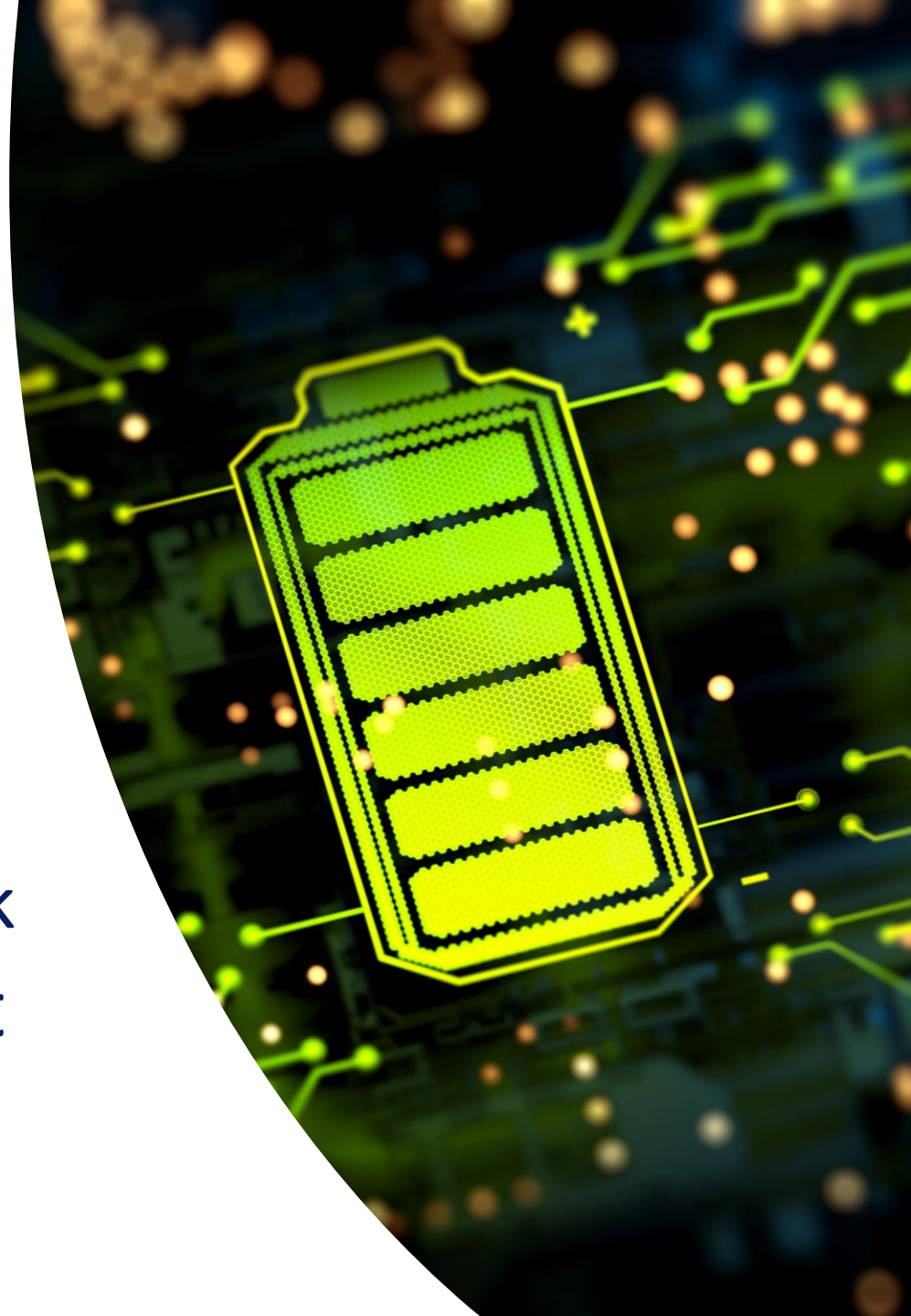


# What organisation can do?

- Call out Challenges
- Over Communicate
- Clarify
- Support
- Get real, get people on board
- Highlight the meaning of the work

\*See Preventing Burnout Checklist

***Be Open – Clarify - Care***



# 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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# 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





# Strategic Confidence





## Testimonial

"Fiona's approach to burnout was a brilliant session for the MotherBoard community attendees. I thought I had a solid understanding of burnout and how to support myself and others, but her talk made me realise just how much I still had to learn. I personally gained tremendous insights, and I've received countless messages from other attendees expressing the same appreciation. Thank you, Fiona!"

***Sophie Creese, Co-Founder MotherBoard & HeyFlow***