

A Leader's Guide to Reducing Team Burnout

GoSkills online course syllabus

Skill level

Beginner

Lessons

19

Pre-requisites

No prior experience needed

Video duration

1h 8m

Estimated study time

1h 8m

Instructor

Colleen Hauk

Introduction

1 Guiding teams through burnout

As a leader, you're responsible for promoting the wellbeing of your employees, which includes helping to reduce feelings of burnout, stress, or frustration.

Illuminating Burnout

2 What is burnout?

You've heard the term "burnout", but what does it truly mean?

3 What are the signs?

There are several key indicators of burnout that you'll want to keep an eye out within your team.

4 What are the causes?

Burnout can stem from a number of different places.

5 What is the impact?

Your direct reports are experiencing burnout but you may not realize the effect it has outside of the individual person.

The Foundation of You

6 Using emotional intelligence

Leaders inform the emotional state of their teams so a lack of emotional intelligence can be devastating to your organization.

7 Walking the talk

Research has found that managers have higher burnout and stress than those they manage.

8

Sharing the reality

A common mistake leaders make is presenting a false sense of togetherness when they themselves are experiencing burnout.

9

Working with managers

Managers are the single most important factor in engagement and performance of your workforce.

Engaging the Individual

10

Building the basic elements

Emotions have a ripple effect so in order to reduce team burnout you must begin with the individual.

11

Balancing the communication

Communication is a crucial skill for leaders and a key component to mobilizing others.

12

Driving results with wellbeing in mind

Leaders who are able to focus equally on results and people are seen as great an overwhelming majority of the time.

Strengthening the Unit

13

Rethinking your meetings

The way in which meetings have been planned, organized and executed in the past will no longer meet the evolution of the workforce.

14

Designing the environment

The stress of a fast-paced workplace, over-abundant workload, and high-volume working hours all contribute to burnout.

15

Creating unique solutions

Burnout doesn't discriminate - it spans across every group and industry, so the best ideas could be outside of the walls of your company.

Tools for the Team

16

Evolving the mindset

A certain type and level of stress is necessary for survival and high performance.

17 Reconditioning health

If organizations want to increase engagement and performance, leaders must be able to acknowledge and improve wellbeing in the workplace.

18 Providing additional resources

Many companies have expanded services related to mental health, such as counseling and enrichment programs, but often employees are unaware of or misunderstand these services.

Conclusion

19 Flaming brightness, not burnout

Thanks for watching this course! Now, you should feel confident in your ability to combat burnout for yourself and your team members.

[Go to GoSkills.com](https://www.goskills.com)