

A Leader's Guide to Reducing Team Burnout

GoSkills online course syllabus

Skill level

Beginner

Lessons

19

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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.

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