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# How you can prevent burnout on your team. (guide for leaders that want to keep talent )

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# Here's a step-by-step guide for you.

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# Burnout creeps up slowly over time!

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# *Practice work-life balance*

Employees who have a healthy **work-life balance** are less likely to experience burnout. Encourage them to prioritize their personal lives. (family, pets etc)

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# *Encourage Breaks*

Encourage your team to take breaks and disconnect, whether for a few minutes or days. **Skip the marathon meetings.**

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# *Ask for feedback*

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Get feedback from employees on their workload, work environment, and overall job satisfaction

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# *Check-in with people*

The first question on 1:1s should be how are you?

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# *Make Self-Care a Part of Your Company Culture*

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By making self-care a priority and **actively promoting it** within your organization, you can create a culture that prioritizes the well-being of your team.

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# *Know the signs of burnout*

Decreased productivity. Cynical workers. Unhappy teammates. People calling out sick **(all the time)**

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# *Offer resources*

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Consider offering mental health resources, such as counseling or **stress management** programs, to employees

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# *Train managers*

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Managers **should be trained to** learn the causes of burnout and be open to changing how they manage their teams

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# *Audit the workloads*

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When employees are bogged down with an unreasonable amount of work, they may feel that **they are always behind** which can contribute to burnout.

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# *Don't leave it only to HR*

Preventing and addressing worker burnout is not **solely the responsibility of** HR.

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Burnout is **preventable,** but we must work on the root causes.

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# I AM DR. TAMARA BECKFORD

I am a speaker, and **I help companies reduce employee burnout** through selfcare workshops.

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