### Recognizing Burnout and Developing a Culture of Team Care

KCPDC Professional Development Conference May 22, 2024 Erin Laurie, MS, RDN, LD Assistant Professor of Public Health and Nutrition





## **Objectives**

- 1. Identify where on the burnout to renewal spectrum you lie.
- 2. Understand strategies to move more towards renewal.
- Design a plan of action to take back to your workplace that will develop a culture of team care.

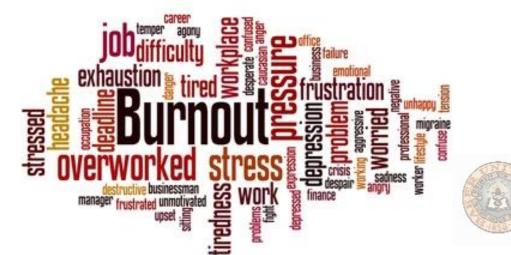


# What is burnout and how to recognize it?



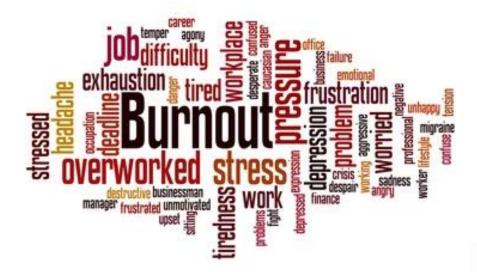
### Burnout is...

 "a state of exhaustion, stress, and misalignment (with the direction your life is heading in) for an extended period of time"





# What are signs of burnout in yourself or in others?







### **Burnout by Volume**

 Burnout as a result of a high volume of responsibilities, a compact schedule, and very little downtime.

Ballesteros, E. (2024). *The cure for burnout: How to find Balance and Reclaim your life.* The Dial Press

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### Social Burnout

•Burnout as a result of interpersonal demands that exceed your available resources.

Ballesteros, E. (2024). *The cure for burnout: How to find Balance and Reclaim your life.* The Dial Press



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### **Burnout by Boredom**

•Burnout as a result of chronic disengagement and disinterest in the items in your life





### "Burnout isn't a death sentence; it's a tap on the shoulder (okay, more like a shove) to pay attention to your life because something needs to change."



### Renewal What does this look like?

### Perhaps it looks like...



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### Where are you?







### **Real-Time Measurement:**

Contributing to regular feedback systems, radical candor in assessments.

### Wellness & Resilience:

Health and wellness selfcare, cultivating resilience and stress management, role modeling values, system appreciation for whole person and family, work/life balance, mental health (depression, anxiety) support.

### **Daily Improvement:**

Employing knowledge of improvement science and critical eye to recognize opportunities to improve; regular, proactive learning from defects and successes.

### Camaraderie & Teamwork:

Commensality, social cohesion, productive teams, shard understanding, trusting relationships.



### Physical & Psychological Safety:

Equitable environment, free from harm, Just Culture that is safe and respectful, support for the Second Victim.

### Meaning & Purpose:

Daily work is connected to what called individuals to practice, line of sight to organization mission and goals, constancy of purpose.

### **Choice & Autonomy:**

Environment supports choice and flexibility in work, hours, and use of electronic health records.

### **Recognition & Rewards:**

Leaders understand daily work, recognizing what team members are doing, and celebrating outcomes.

### **Participative Management:**

Co-production of joy; leaders create space to hear, listen, and involve before acting; clear communication and consensus building as a part of decision making.





## Five Pillars of Burnout Management

- Mindset
- Personal Care
- •Time Management
- Boundaries
- Stress Management

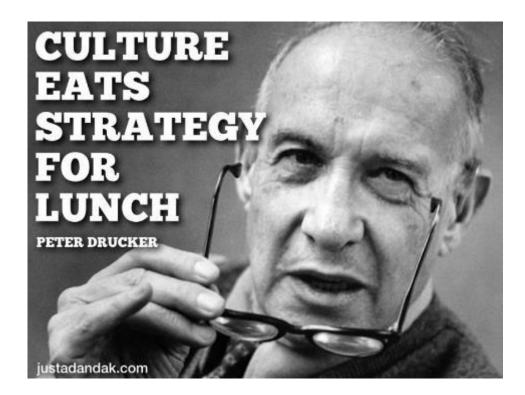


### **Team Care**





### "If you tolerate it, it's culture." Jack Moran





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### Settings that Foster Culture

- Symbols
- Language
- Norms
- Rituals
- Values
- Artifacts





### Team Culture at your Organization

Develop your plan





### **Renewing Enthusiasm**

- 1. Gratitude
- 2. Purpose of your role
- 3. Work on developing yourself
- 4. Be intentional everyday
- 5. Deliver on the next milestone of your vision
- 6. Mentor a colleague
- 7. Expand your definition of a win
- 8. Seek new ways of getting things done
- 9. Change your focus
- 10. Do something new outside of work





### **Questions and Thank you!**

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