

Recognizing Burnout and Developing a Culture of Team Care

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Objectives

1. Identify where on the burnout to renewal spectrum you lie.
2. Understand strategies to move more towards renewal.
3. 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 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

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



“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.”

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



Renewal

What does this look like?

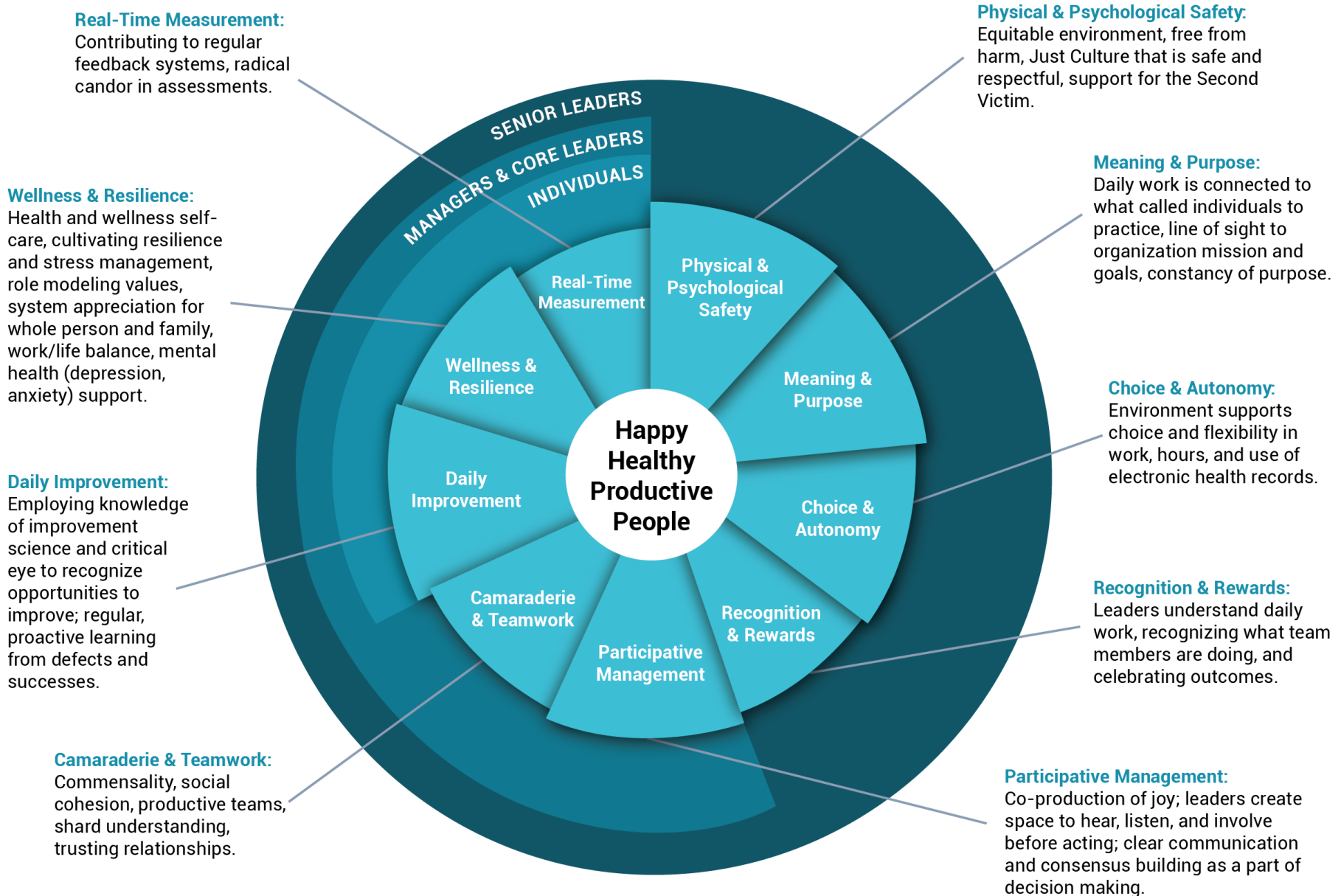


Where are you?

Burnout

Renewal





Five Pillars of Burnout Management

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

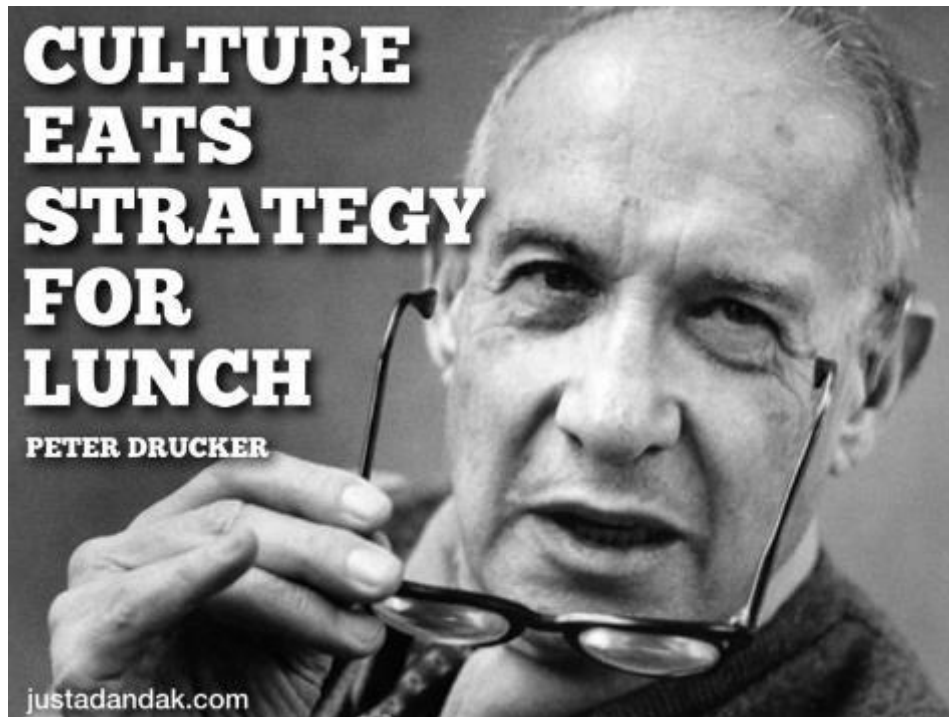
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Team Care



“If you tolerate it, it’s culture.” Jack Moran



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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