



BURNOUT:

How to Identify and Prevent it During Difficult Times

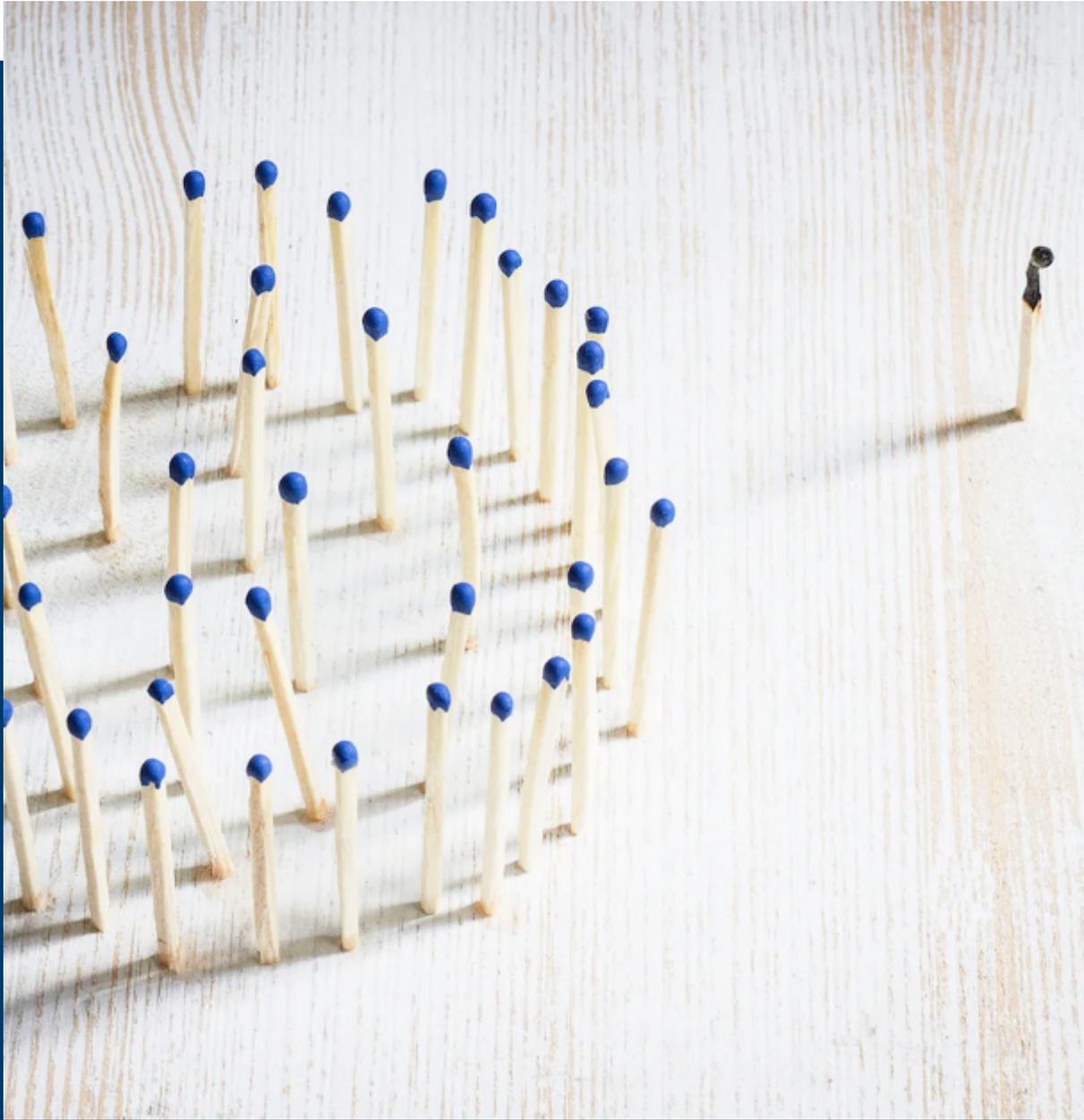
PRESENTERS:



SARAH BEDRICK
Co-founder
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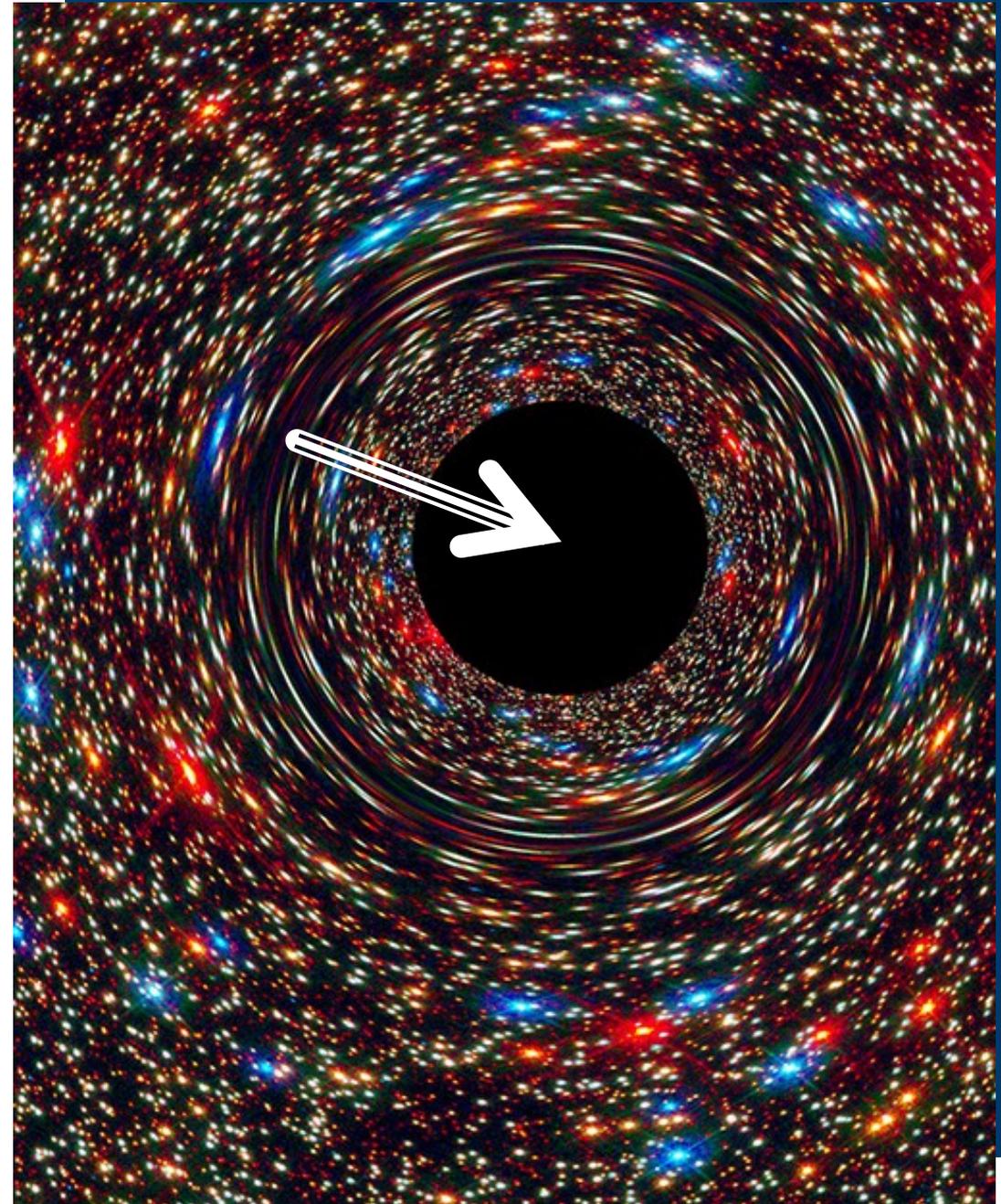
Paul Tripp
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Does anyone
smell smoke?



Do you know
someone who
sees themselves
here?



THE SMOLDERER

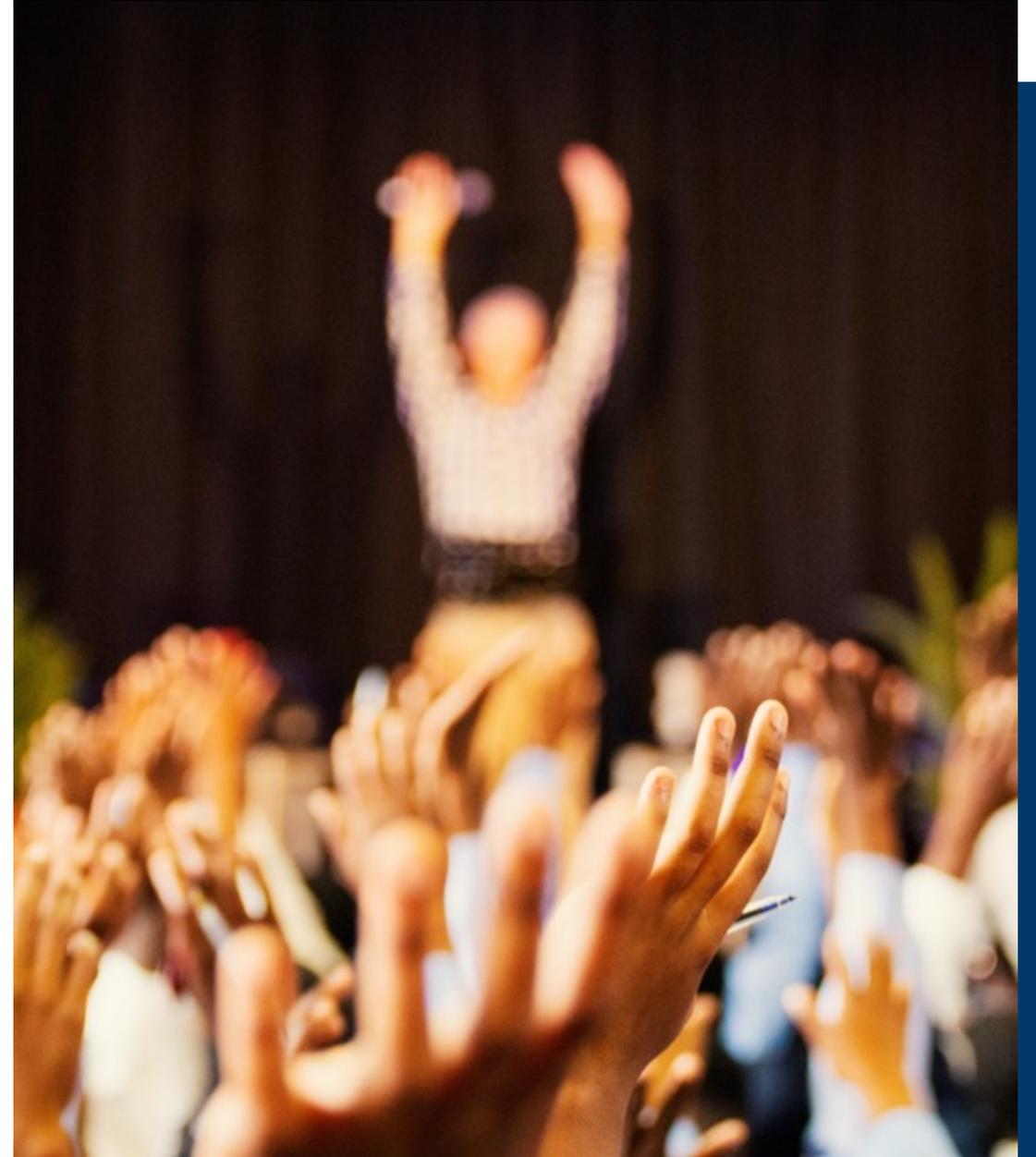


How long can you smolder before catching fire?





Of course!
Pick me!



ADDRESSING BURNOUT

THERE ARE TONS OF IDEAS OUT THERE:

- Coffee chats
- Virtual happy hours
- Playing games online
- Fitness challenges
- Summer Fridays
- “Guess the person” from baby photos
- DIY pizza creation
- Virtual Lunch N Learns
- Mental health apps
- Book club
- “Meet the kids”
- Craft O Clock
- Show and tell
- Affinity-based groups
- Hobby-based groups
- Sharing sessions
- Trivia hours
- Online scavenger hunts
- Virtual escape rooms
- Keynote speakers
- Movie nights
- Virtual murder mysteries
- Virtual campfires
- Virtual team challenges



ADDRESSING BURNOUT

**These are great,
but they don't
address the root
cause of burnout.**

STEPS TO ADDRESSING BURNOUT

- 1 Identify your guiding principles (for leading and picking policies, programs, or perks & benefits).
- 2 Find ways to create certainty
- 3 Empower your managers to lead from these new guiding principles place as well.
- 4 Embrace the change and adapt by implementing game-changing policies, programs, and new perks for your people.
- 5 Continue to lead by example

STEPS TO ADDRESSING BURNOUT

1

IDENTIFY YOUR GUIDING PRINCIPLES

(for leading and picking policies,
programs, or perks & benefits)



STEPS TO ADDRESSING BURNOUT

**FIND WAYS TO
CREATE CERTAINTY**



STEPS TO ADDRESSING BURNOUT

3

**EMPOWER YOUR
MANAGERS TO LEAD
FROM THESE NEW
GUIDING PRINCIPLES**



STEPS TO ADDRESSING BURNOUT

**EMBRACE THE CHANGE
AND ADAPT WITH NEW
POLICIES, PROGRAMS,
AND PERKS**



STEPS TO ADDRESSING BURNOUT

5

LEAD BY EXAMPLE





Questions?



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