

Preventing Burnout

Roadmap to increasing mental
resilience

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Burnout in the Public Sector: Key Stats

High Employee Burnout

Nearly 65% of government employees face burnout compared to 44% of workers in the private sector.

Top 3 Reasons

1) Workload, 2) juggling personal and professional life, 3) Lack of feedback, support, and communication.

Impact on Productivity

Government employees experiencing Burnout are 2.4X to more likely to leave their organization than those who are not.



Understanding Burnout

Definition of Burnout

Burnout is emotional, physical, and mental exhaustion resulting from ongoing stress, impacting overall well-being.

Impact on Motivation

Burnout decreases motivation, causing reduced productivity and feelings of helplessness in work or daily life.

Common Symptoms

Chronic fatigue, cynicism, and detachment from activities are typical signs of burnout.





Understanding Stress

What is Stress?

Stress is the body's natural reaction to challenging circumstances and can impact both mind and body health.

Common Causes of Stress

Work demands, major life changes, and health issues are typical sources of stress for many people.

Managing Stress Effectively

Stress management includes regular exercise, practicing mindfulness, and seeking social support to promote well-being.

Building Resilience to Avoid Burnout

Adopt Healthy Coping Strategies

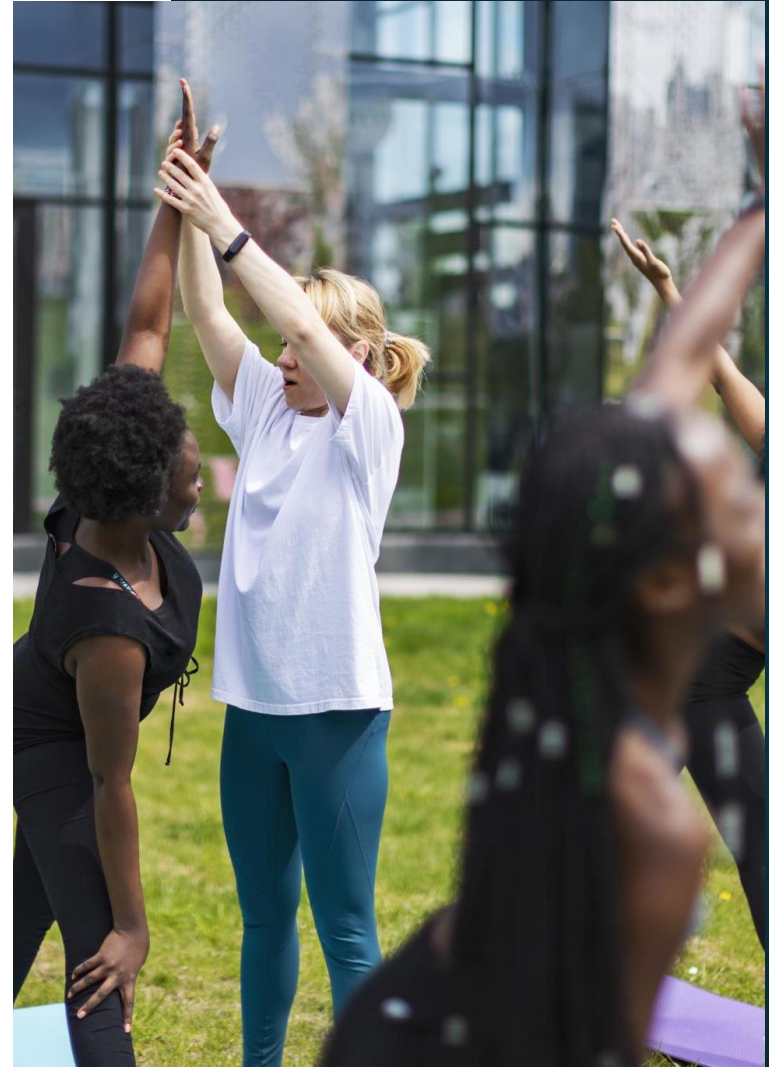
Proactively building resilience involves using healthy coping methods to prevent burnout and better manage daily stressors.

Practice Regular Self-Care

Engaging in self-care activities like exercise and mindfulness boosts mental and emotional endurance, reducing burnout risk.

Foster Supportive Connections

Building relationships and setting realistic work boundaries creates a sustainable, balanced environment that enhances well-being.



Building the Resilience Roadmap

Vision and Direction

A clear vision provides guidance and purpose, helping individuals stay focused and determined during adversity.

Composure and Reasoning

Staying calm under pressure and making thoughtful decisions are crucial for navigating challenges effectively.

Endurance and Tenacity

Maintaining good health and persistent effort enables overcoming prolonged hardships and setbacks.

Collaboration and Teamwork

Working together amplifies strengths, making it easier to overcome obstacles and achieve shared goals.





Vision Drives Resilience

Purpose Fuels Resilience

Having a clear vision gives individuals meaning and purpose, helping them remain resilient during difficult periods.

Motivation Through Aligned Goals

Setting goals that align with one's vision keeps motivation high and focus sharp even when obstacles arise.

Sustained Growth and Adaptability

Prioritizing actions to support long-term objectives fosters adaptability and continuous personal growth.

Building Resilience Through Composure



Managing Stress Effectively

Effective stress management supports composure under pressure and reduces negative effects on wellbeing.

Emotional Awareness

Understanding and regulating emotions enhances self-control and supports resilience.

Practicing Mindfulness

Mindfulness encourages presence and calm, fostering resilience in difficult moments.



Reasoning, A Core Element of Resilience

Introspection and Growth

Introspection reveals personal strengths and weaknesses, encouraging self-awareness and fostering growth through reflection.

Resourcefulness in Challenges

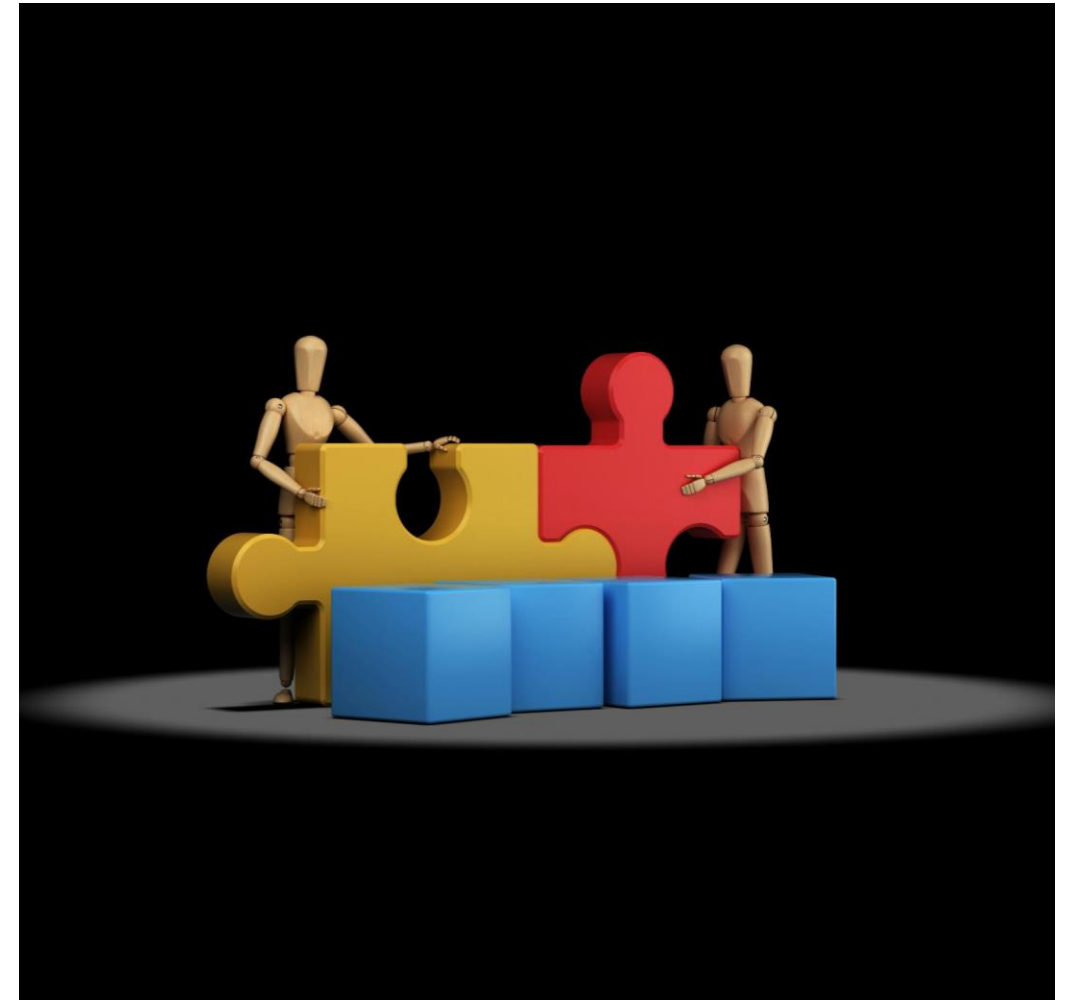
Resourcefulness enables creative solutions and adaptive thinking when faced with difficult or unexpected challenges.

Proactive Planning

Prevention and planning are essential for minimizing risks and preparing for adversity before difficulties arise.

Adaption and Flexibility

Adaption builds flexibility, allowing people to adjust strategies and thrive even during rapid change.





Boosting Resilience Naturally

Quality Sleep

Getting sufficient sleep supports mental clarity and emotional balance, helping you better handle challenges.

Balanced Nutrition

Eating nutritious foods fuels the body and stabilizes mood, supporting overall well-being and resilience.

Regular Exercise

Physical activity strengthens body and mind, reduces stress, and increases adaptability to daily pressures.



The Power of Tenacity

Persistence Against Obstacles

Persistence empowers people to continue striving no matter the challenges they encounter along the way.

Motivation as Inner Fuel

Motivation provides the energy and focus needed to stay committed to personal and professional goals.

Realistic Optimism

Realistic optimism enables goal-setting while maintaining a hopeful attitude toward future success.

Resilience After Setbacks

The ability to recover from setbacks strengthens resilience, making it easier to face future challenges.

The background of the slide is a photograph showing a group of people from an overhead perspective, gathered around a table. They appear to be in a collaborative meeting, with their arms and hands visible as they interact with documents and devices. On the table, there are several items: a colorful bar chart on the left, a document with a line graph and data points, a pink sticky note, and a black stapler. The overall atmosphere is one of teamwork and professional collaboration.

Collaboration Builds Resilience

Supportive Team Environment

Trust and teamwork create a space where people feel comfortable discussing challenges and offering solutions.

Strength of Support Networks

Good relationships give emotional and practical assistance, helping individuals cope during tough situations.

Social Confidence and Communication

Social confidence encourages open conversations, building strong relationships and boosting group resilience.



Resilience Boosts Workplace Success

Higher Retention and Productivity

Resilient teams show 32% greater retention rates and 25% higher productivity, driving better organizational outcomes.

Reduced Absenteeism

Absenteeism drops by up to 36% in resilient groups, resulting in consistent team presence and output.

Improved Satisfaction and Fewer Conflicts

Resilient teams report 21% higher job satisfaction and 18% fewer workplace conflicts, strengthening workplace harmony.



Call to Action!

Boost Resilience Together

Coaching and Workshops

Engaging in coaching and workshops strengthens individual and group resilience and enhances essential coping strategies.

Supportive Team Culture

Creating a supportive team environment fosters trust and equips teams to overcome challenges together.

Ongoing Development

Continuous investment in training and development builds adaptability and drives long-term success for teams.



Any Questions?

Encourages Deeper Understanding

Asking questions promotes curiosity and leads to a richer, more thorough understanding of topics or issues.

Fosters Engagement and Critical Thinking

Questions keep conversations lively, encourage participation, and stimulate critical thinking and reflection.

Stimulates Growth and New Perspectives

Effective questioning can clarify information, reveal fresh viewpoints, and support personal or professional development.