From Burnout to Work Life Vitality:

Goals

- **Review the state of burnout** challenges that individuals and organizations are facing that contribute

- **Identify frameworks to help us restore our Work Life Vitality**

- **Explore concrete practices that we can experiment with to become more alive at work**

  - **Tools for ourselves**

  - **Tools for our teams**

Breakout Groups: By table

Share a time when you were really flourishing. You were vibrant and fully alive.

Burnout

- **What is affecting us and our workplaces?**
- **What makes it difficult to flourish?**

BURNOUT

What is burnout?

World Health Organization defines burnout in the ICD-11 as a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed.

(WHO, 2019)

BURNOUT

What is burnout?

Three Components of the Maslach Burnout Inventory.
Clinical Burnout is characterized by

- Emotional Exhaustion

- Loss of enthusiasm

- Loss of professional efficacy

(WHO, 2019)

BURNOUT

What are the impacts & costs of burnout?

(Dryden et al., 2021; Klatt et al., 2020; Luberto et al., 2020; Morrow et al.; 2020; Riess, 2021; Rishi et al., 2021; Salzburg, 2014; Thimmapuram et al., 2019)

- Increased risk of errors
- Decreased quality
- Increased costs
- Decreased engagement and retention of staff
- Decreased customer satisfaction
- Decreased end user outcomes (patient, student, customer)

BURNOUT

Deep acting versus
shallow acting

Pandemic related factors

- Exposure to life-threatening conditions and death on a large scale

- Lack of access to safety tools

- Limited information

- Rapidly-changing conditions and problems

- Uncertainty

- New problems

  - ◆ Childcare
  - ◆ Limited meaningful and stress-relieving activities
  - ◆ Lack of access to supports

(Dryden et al., 2021; Klatt et al., 2020; Luberto et al., 2020; Morrow et al.; 2020; Riess, 2021; Rishi et al., 2021;)

Burnout Breakout

In your own experience, what seems to be the cause of burnout for yourself, or for members of your team?
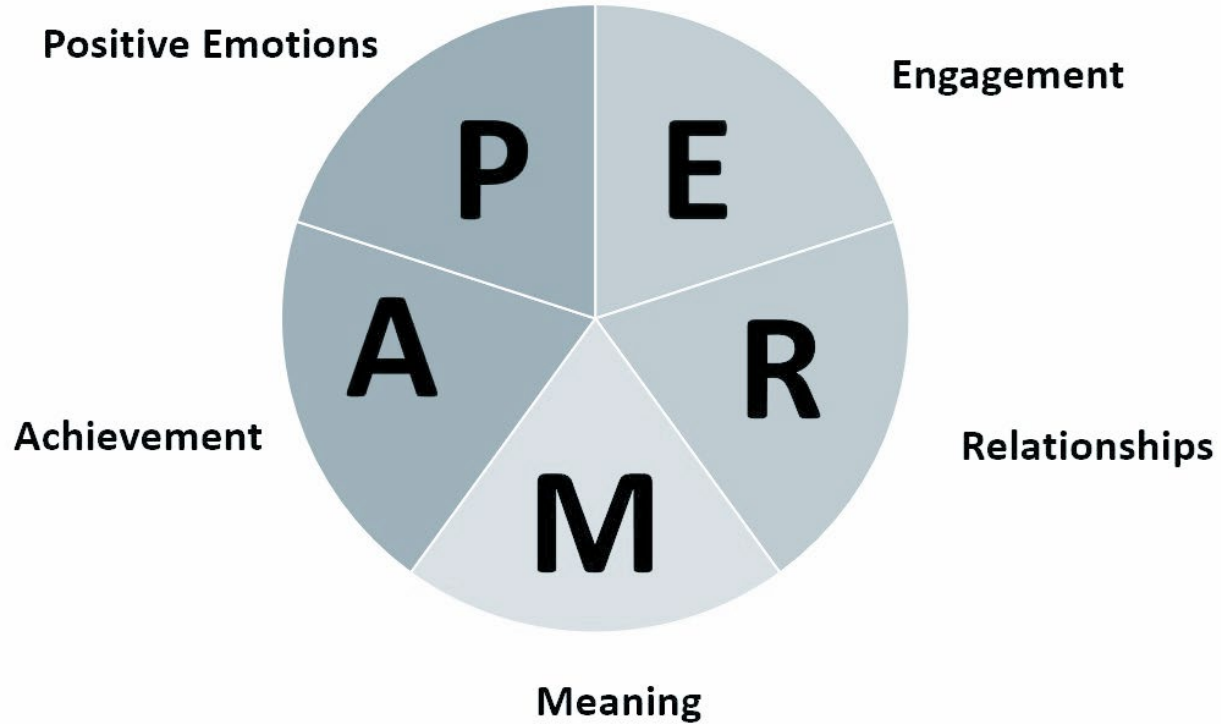
What is Work Life Vitality?

The artful practice of maintaining energy and joy in our endeavors; being strong, alive and active in the sustainable pursuit of meaningful achievement.

Positive Psychology

VITALITY

Positive Emotions

Engagement

P E

A R

M

Achievement

Relationships

Meaning

Group discussion

How would it be most helpful to be vibrant/flourishing yourself?

How would it be most beneficial to have a team that is vibrant/flourishing?

Break

The 20 practices to build your own vitality

REALITY TESTING to build Worklife Vitality
1. Inner Circle Outer Circle
2. Reframing Stress
3. Don't be the cause of your own stress
4. Taking the B (recalibrating expectations)
5. Meditation/Contemplative Practice

POSITIVE MINDSETS which build Worklife Vitality
1. Crucible Mindset
2. Gratitude
3. The Five Frames
4. Empathy
5. Self-love

START BEHAVIORS which build Worklife Vitality
1. Aligning your values
2. Consuming Eye candy
3. Sleeping your way to the top
4. The Bump Start (Behavioral Activism)
5. Relating

STOP BEHAVIORS which build Worklife Vitality
1. Uni-tasking
2. Essentialism (including boundaries)
3. Technology Diet
4. Operating Efficiencies
5. The Renewal Cycle

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Values

Consider your most meaningful and motivating values in various domains of life:

- Relationships
- Work
- Community
- Self

Values can include: Authenticity, Beauty, Compassion, Curiosity, Empathy, Freedom, Fun, Generosity, Integrity, Kindness, Learning, Love, Trust...

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STOP BEHAVIORS which build Worklife Vitality

1. Uni-tasking
2. Essentialism (including boundaries)
3. Technology Diet
4. Operating Efficiencies
5. The Renewal Cycle (Hope, Optimism, Compassion)

Breakout Groups

Which tools will you experiment with for yourself?

How will you begin?

ORGANIZATONAL VITALITY

Is burnout an organizational issue?

"SINCE BURNOUT IS AN ORGANIZATIONAL ISSUE, AND IS NOT SIMPLY THE RESULT OF A DEFICIENCY IN SELF-CARE, THE INTERVENTIONS TO ADDRESS IT ARE MORE COMPLEX AND REQUIRE STRATEGIES BEYOND THE COMMONLY PRESCRIBED 'GET MORE EXERCISE' OR 'GET BETTER SLEEP'".

-KANDI WIENS
U PENN

Studies are finding that without institutional wellness and resilience, efforts toward individual wellness and resilience are failing.

One will not succeed without the other

Techniques for building a culture of Organizational Vibrancy

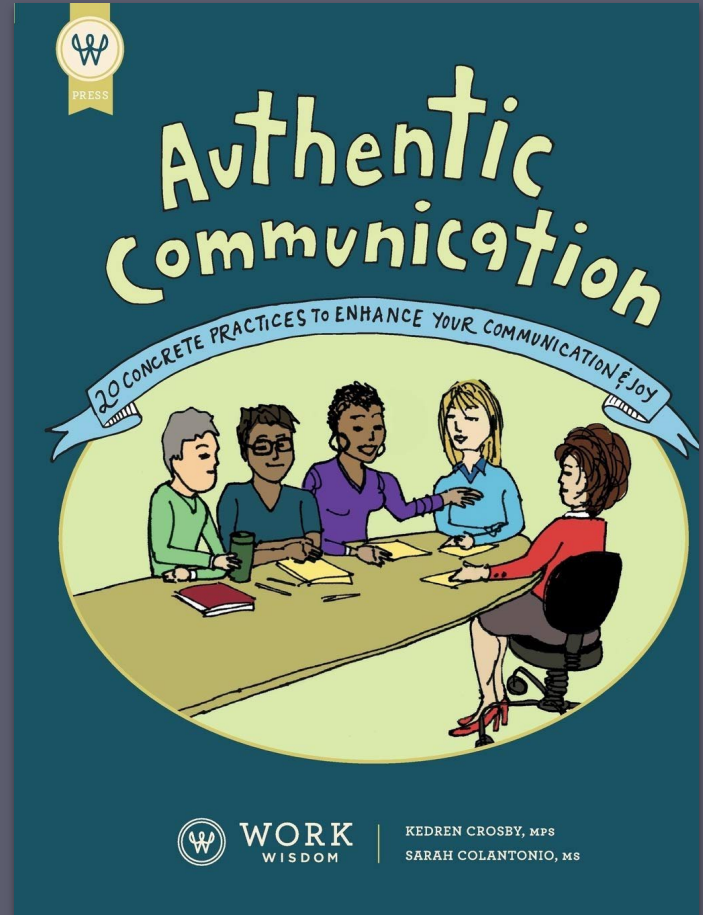# Don't Be the Source of Your Own Stress

Adopt Mindfulness Practices

Evaluate Relationship with Stress

De-escalate Conflict through Empathy

Breakout Groups

Which tools would you like to experiment with for your team?

How would you begin?