

Welcome



Overcoming Workplace Burnout: Seeking Harmony In a Stressful World

J. Gerald Suárez, Ph.D.

JGSUAREZ@VERIZON.NET

202.294.5842

“In the beginning, it was just sort of speeding and a kind of numbness and going from one thing to the next thing to the next thing. I remember closing my eyes in between each page because looking at the page and the words at the same time was too much simulation for my brain.”

Oprah Winfrey, while filming *The Butler*
Access Hollywood Interview, 2013

If you feel...



chronically tired and exhausted at the end of each workday

life has been taken over by work expectations

life is a blur

you have the pedal to the metal but gears in neutral

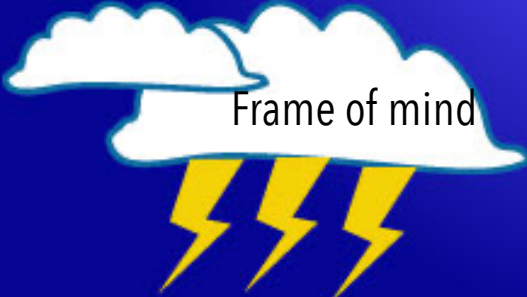
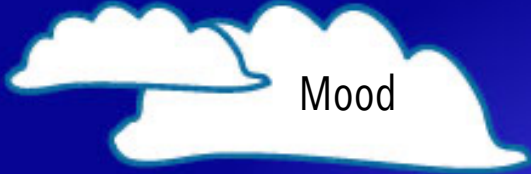
consumed by unproductive worry

you do not have a passion

you are no longer present to enjoy the moment

Objectives for today

- Recognize the various types of workplace burnout
- Appreciate the levels of the pyramid of action
- Understand what creates the gap from engagement to burnout
- Identify steps to take appropriate action



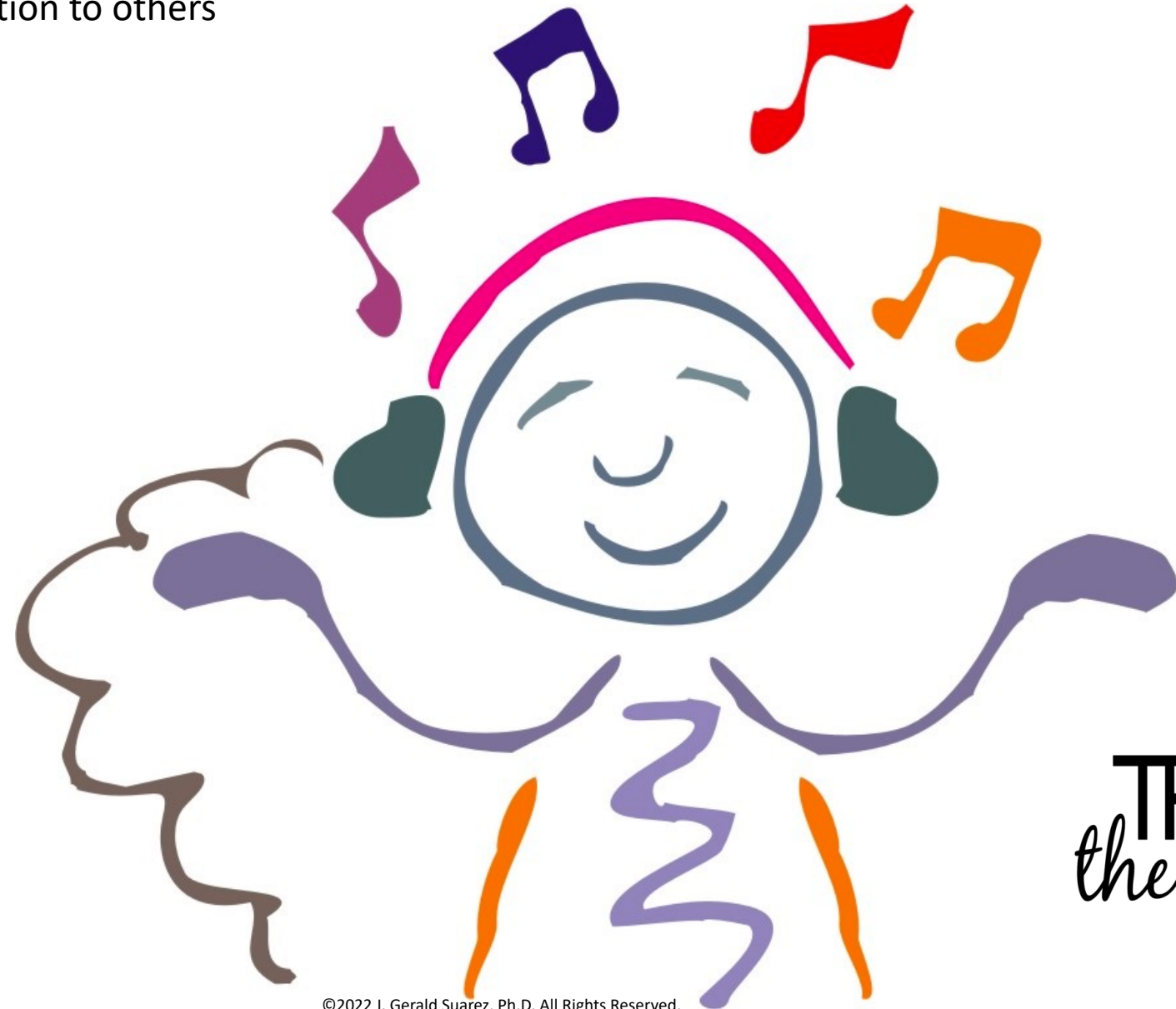


We can't control the weather

But we can control the thermostat



- 1 Use the chat function to write your favorite karaoke and **send it to me in PRIVATE mode**
- 2 Do not show your song selection to others
- 3



TRUST
the process

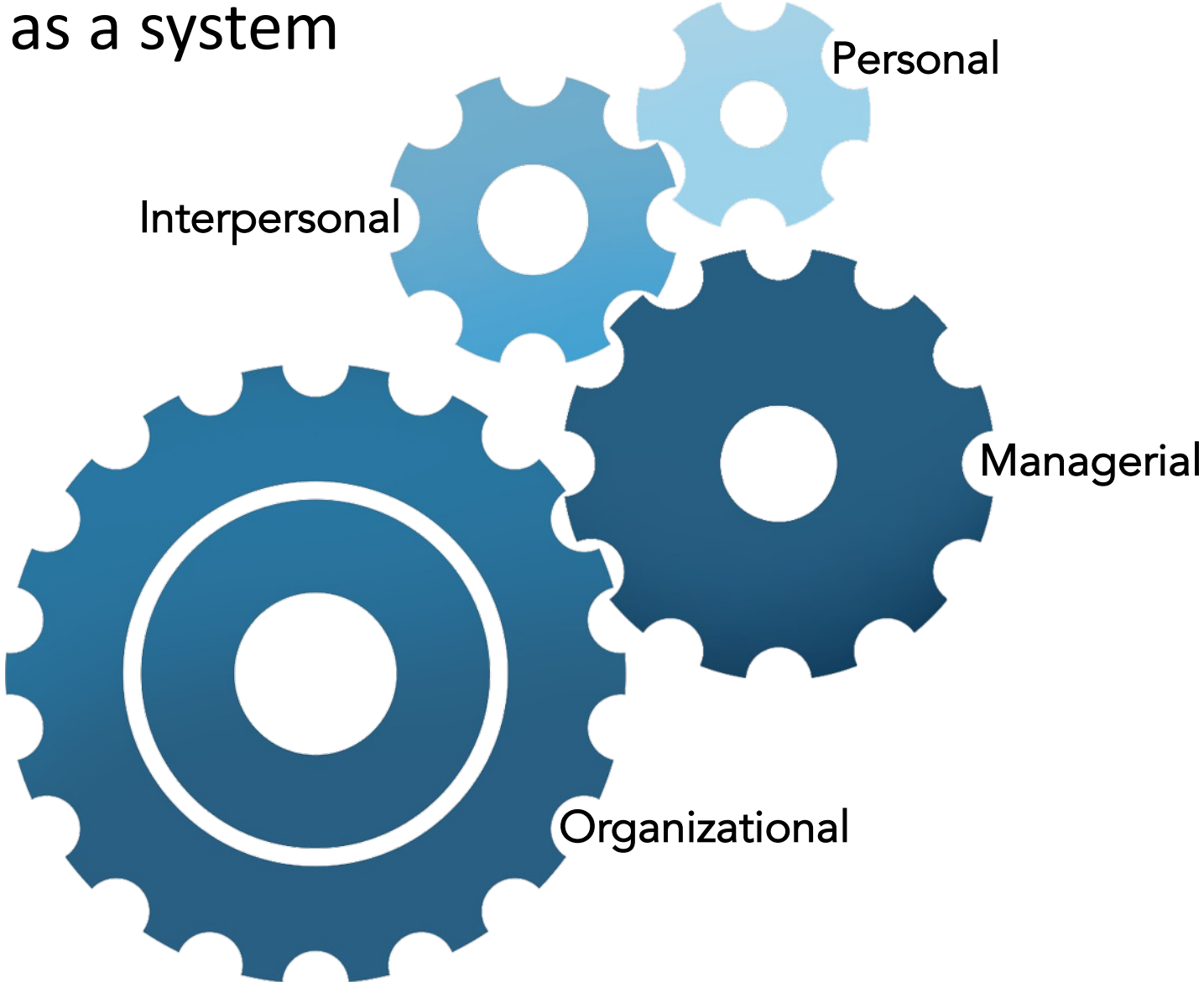
©2022 J. Gerald Suarez, Ph.D. All Rights Reserved.

https://www.google.com/search?q=humming+a+song&source=lnms&tbn=isch&sa=X&ved=2ahUKewivhdHDrOvqAhV6IHIEHZRqAL0Q_AUoAnoECAsQBA&biw=1506&bih=911#imgrc=-LcJsXjoAyaLyM





Burnout viewed as a system



A woman with long, wavy brown hair is lying down, wearing a white button-down shirt. She has her hands pressed against her face, covering her eyes, in a gesture of distress or exhaustion. Her fingernails are painted red. The background is a blurred office setting with a laptop visible on the left.

Overload Burnout

Under-Challenged Burnout

Neglect Burn

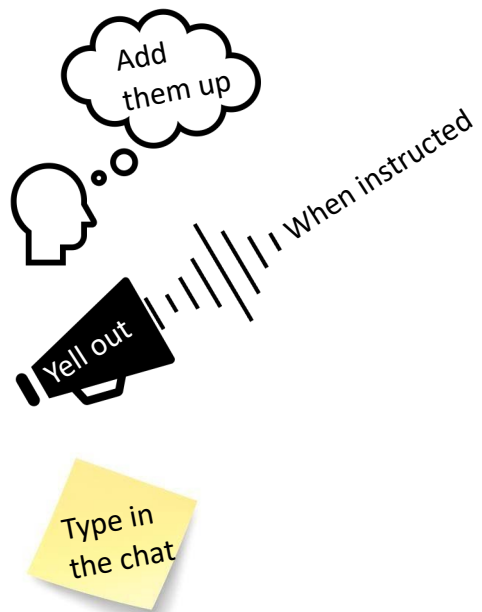
Not all burnouts are created equal

We've met the enemy and they is us

We feel a need to...

- trust each other.
- do a better job at sharing information.
- find better ways to make decisions.
- increase collaboration across departments.
- break down silos.
- reduce the internal bureaucracy.
- align resources and priorities.
- eliminate duplication.
- Increase accountability.
- reorganize and increase integration.
- change the culture.





+

=



**“It is not enough to do your best;
you must know what to do,
and then do your best”**

- W. Edwards Deming

LeadershipQuote.org



The **FUTURE?**...is not
what it used to be

Ronnie Milsap

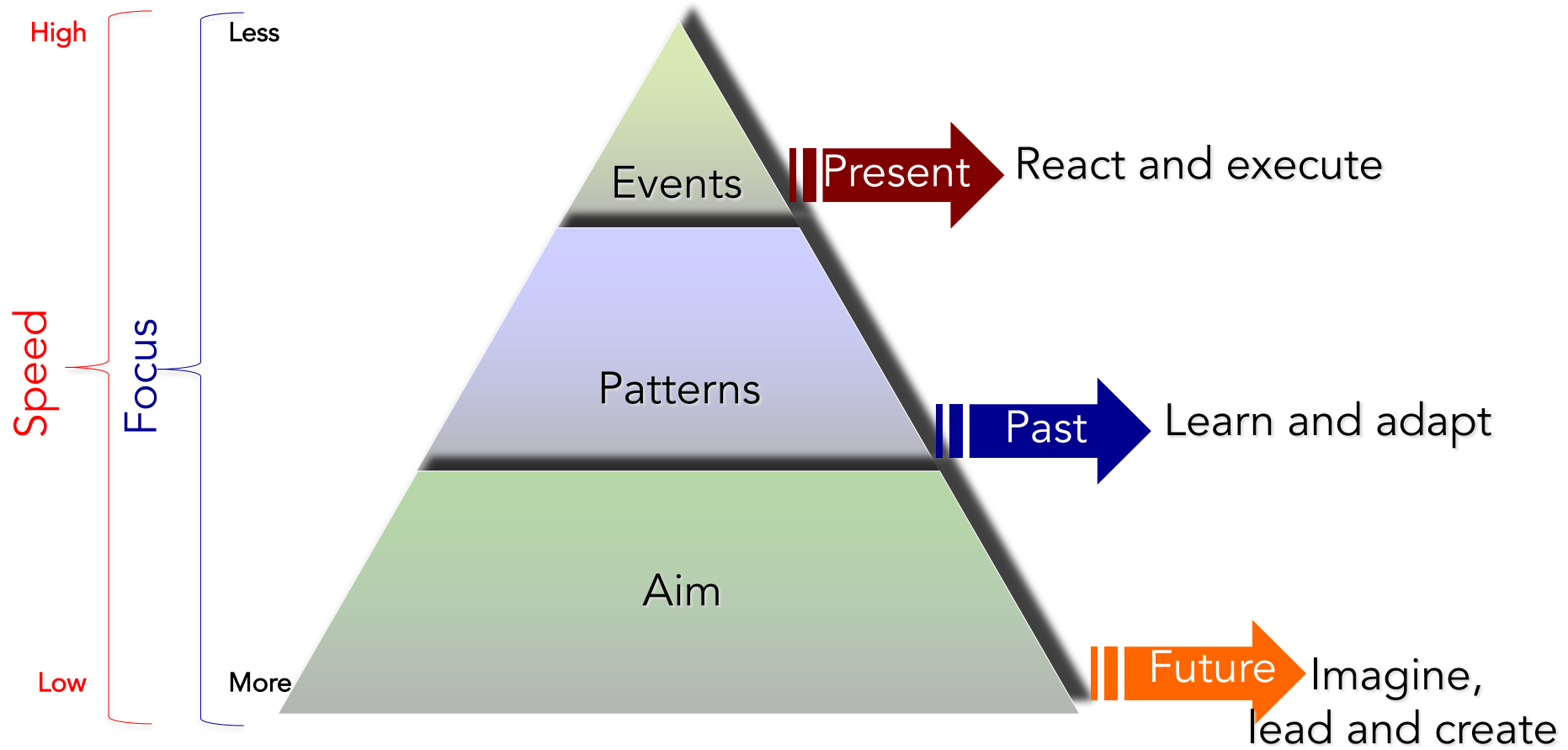




The speed, volume, and prevalence of complexity continues to increase faster than we can adapt.

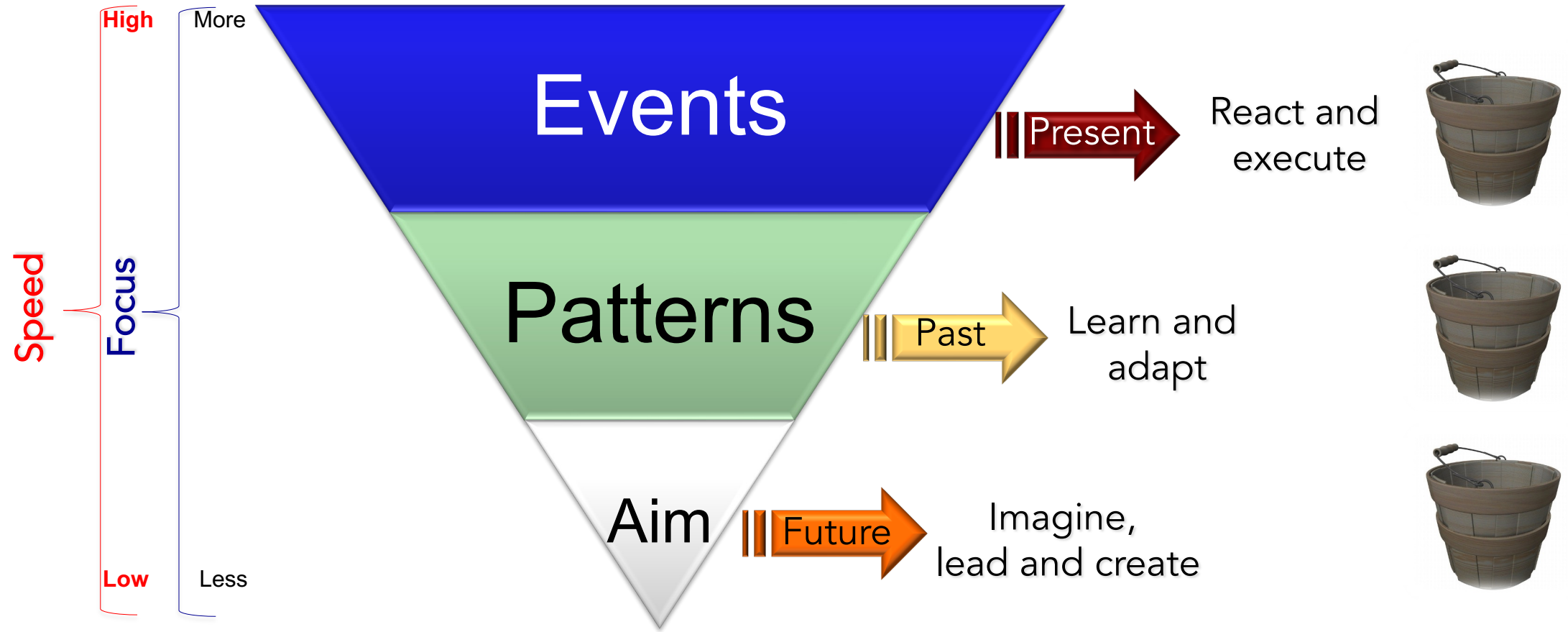
The Pyramid of Action





Adapted from: Anderson, V. & Johnson L. (1997).
Systems Thinking Basics: From Concepts to Causal Loops.

The Upside-down Pyramid of Action



What's in your bucket?



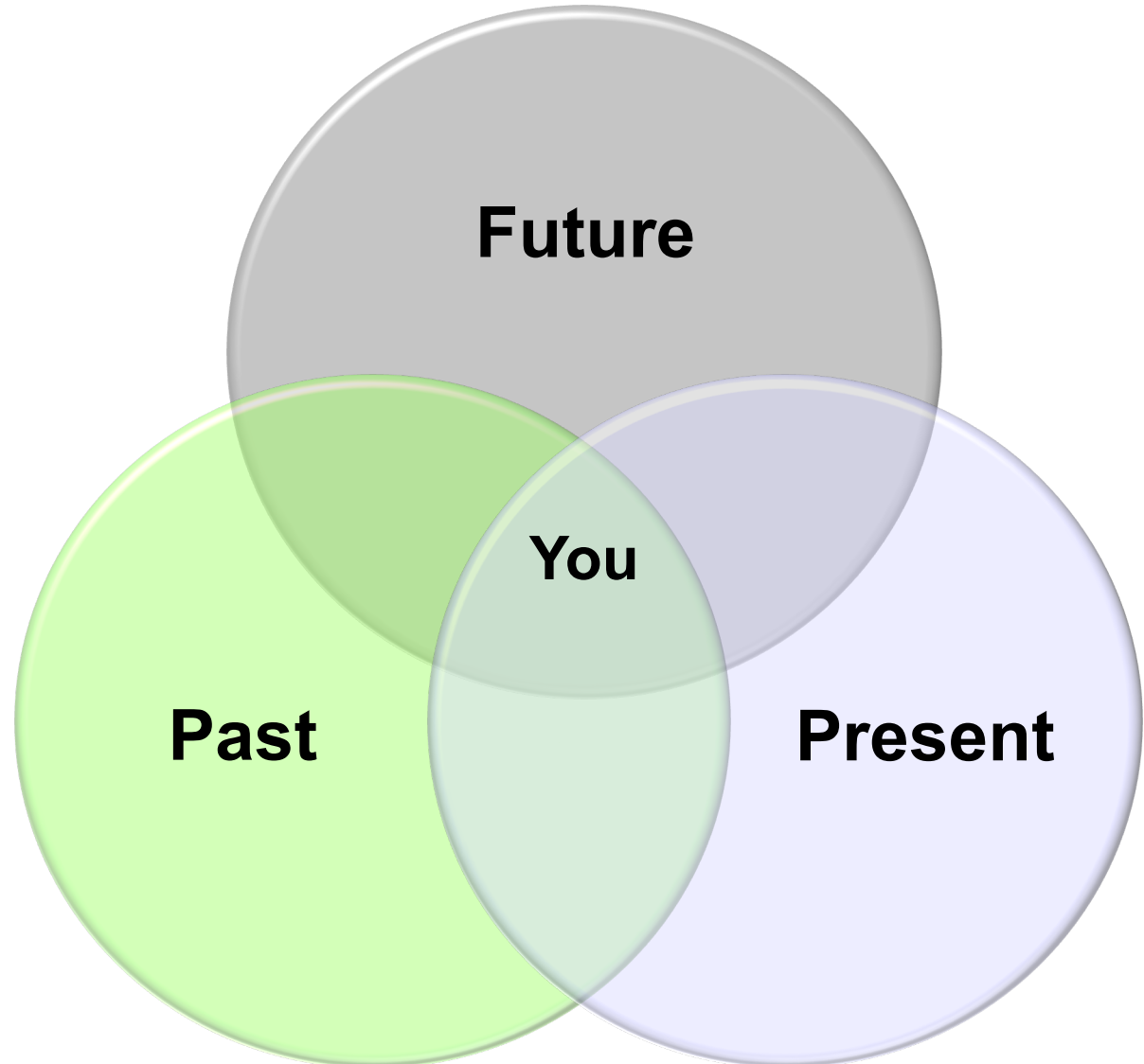
Yesterday



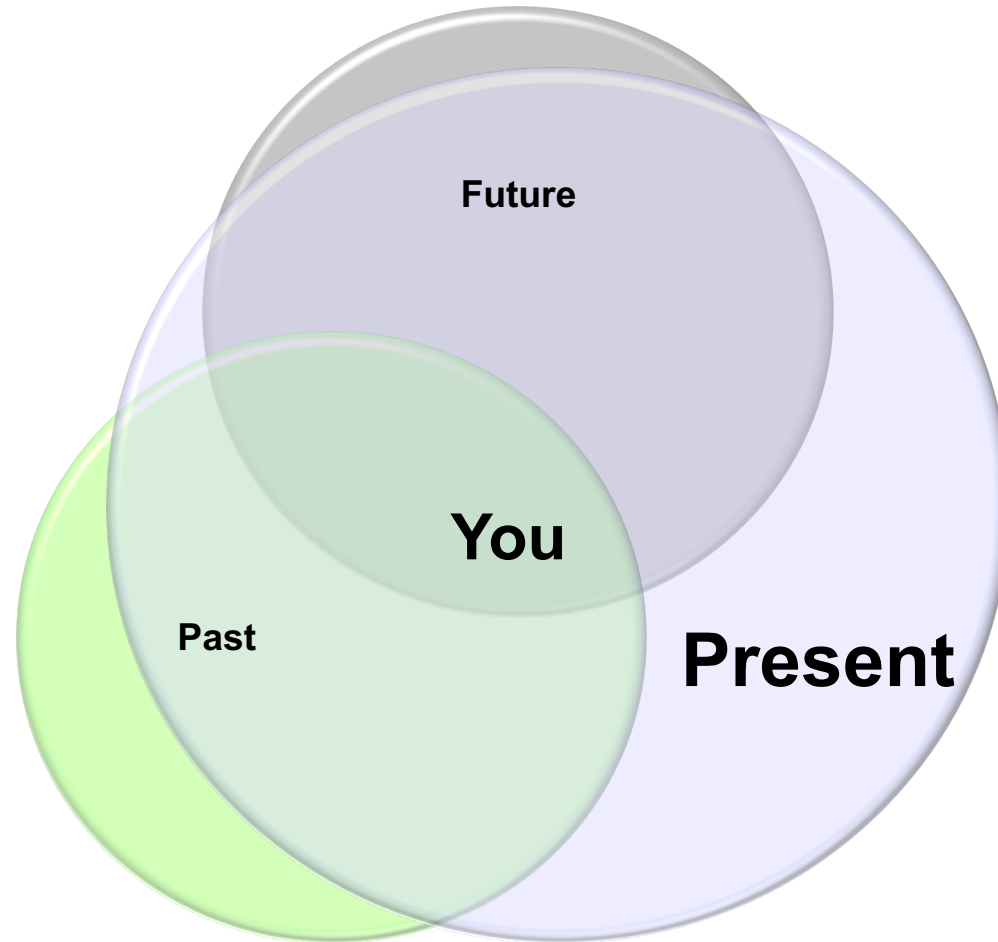
Today



Tomorrow



With coping, we forfeit the future





“Whack-A-Mole Management”



https://www.google.com/search?q=whack+a+mole&espv=2&rlz=1C5CHFA_enUS630US630&biw=1920&bih=925&source=Inms&tbn=isch&sa=X&ved=0ahUKEwj00oal76jPAhXKg5AKHbrPAmkQ_AUIBigB#imgrc=Ub017o3Au5VTBM%3A



Listening to the wrong crowd

Self-doubt

Distractions

Indirected goals

Fatigue

Slowly and involuntarily we begin to drift

Unforced errors

Putting excessive pressure on yourself

Poor technique






Speed without a sense of





SURF CONDITIONS FLAG WARNING SYSTEM

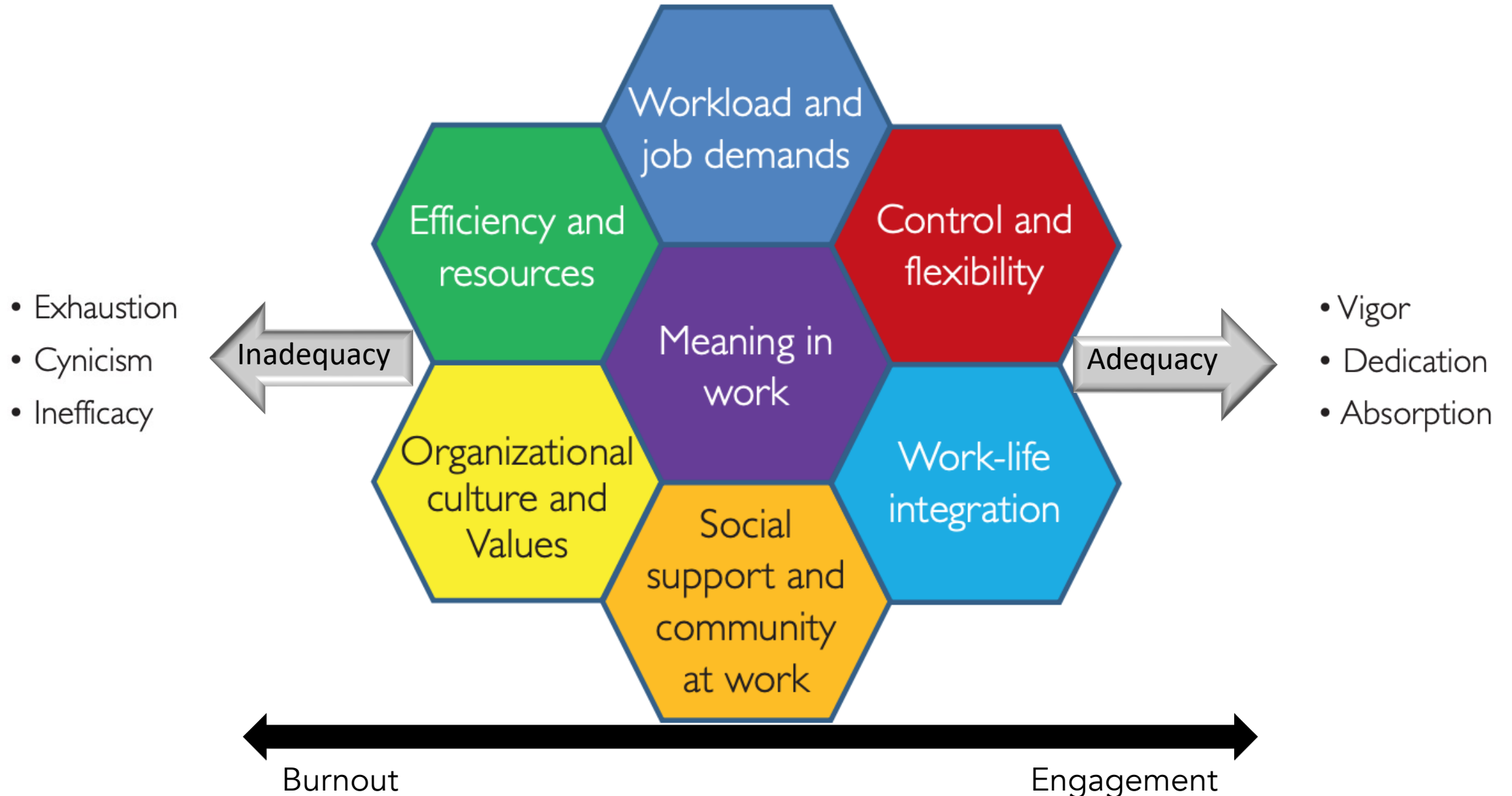
SISTEMA DE AVISO CON BANDERA

	CONDITIONS CALM SWIM WITH CARE	CONDICIONES CALMAS NADE CON PRECAUCIÓN
	CALM TO MODERATE WAVE DID NOT ASSURE SAFE WATER	AGUA CALMA A MODERADA NO ASUMA AGUA SEGURA
	HEAVY SURF - DANGEROUS CURRENTS - STAY WITHIN WAIST DEEP WATER	OLAJE FUERTE-CORRIENTES PELIGROSAS-MANTENGA EL LÍMITE DE AGUA A LA CINTURA
	PRESENCE OF VENOMOUS MARINE LIFE	PRESENCIA DE VIDA MARINA VENENOSA
	INDICATES AN ENVIRONMENTAL WARNING FOR AIR AND/OR WATER QUALITY. SEE NOTICE BOARD FOR DETAILS.	SEÑALA UN RIESGO AMBIENTAL POR LA CALIDAD DEL AIRE O DEL AGUA. CONSULTAR AL LETRADO PARA MÁS DETALLES.

ABSENCE OF FLAG DOES NOT
ASSURE



The "Flag"



Kairos



VS

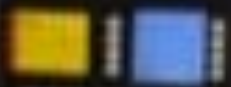
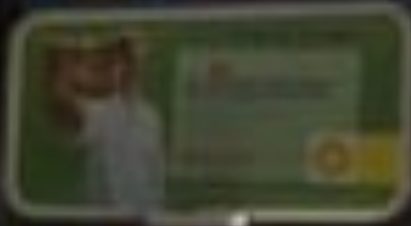



Chronos



20% MORE Cleaning Agents

15¢



A close-up photograph of a person's hand holding a camera lens. The hand is positioned to click the lens mount. The background is dark and out of focus, with some bokeh lights. The image has a torn paper edge effect.

Have you heard the click?

SUMMARY

Listen to the click
Raise the flag
Know your WHY
Slow down
Focus on how to-be

A circular vignette showing an elderly man with his hand on his forehead, looking down at a chessboard. The man has a thoughtful and somewhat distressed expression. The chessboard is in the foreground, with several pieces visible. The background is dark and out of focus.

“Act or be acted upon.”

Stephen R. Covey

“The first and best victory is to conquer self.”

Plato, Classical Greek Philosopher

- ⦿ Act on what matters most –*don't react*
- ⦿ Schedule the big rocks –*don't sort gravel*
- ⦿ Fuel your fire –*don't burn out*