



Become a Culture Leader: How to effectively reduce team burnout, long-term

Housekeeping Items



**Chatbox
Feature**



**Q&A
Submission**



**Poll
Questions**



**Professional
Development
Credits**



**Session
Recording**

**Today's session is
brought to you by...**



The #1 Employee Rewards
and Recognition Program



The #1 Remote and Hybrid
Performance Coach

Your Host for Today...



Jason Lindstrom
CEO & Founder,
Bucketlist Rewards

Our Guest Speaker



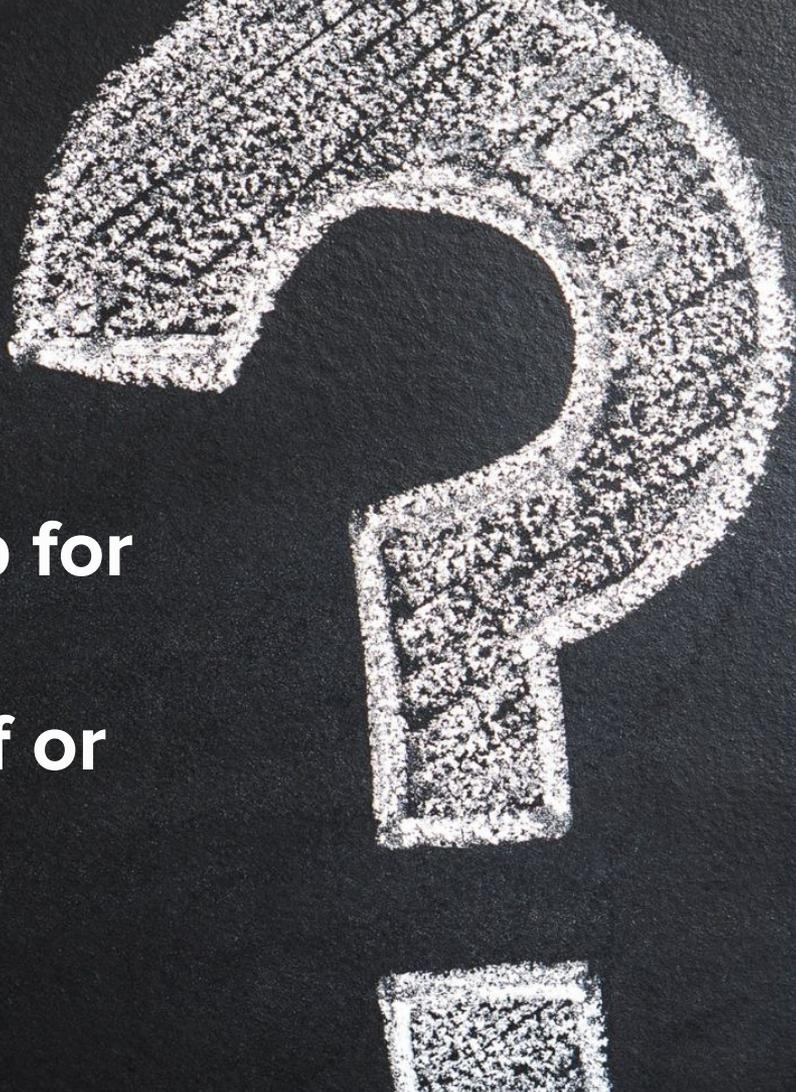
Shauna Moran

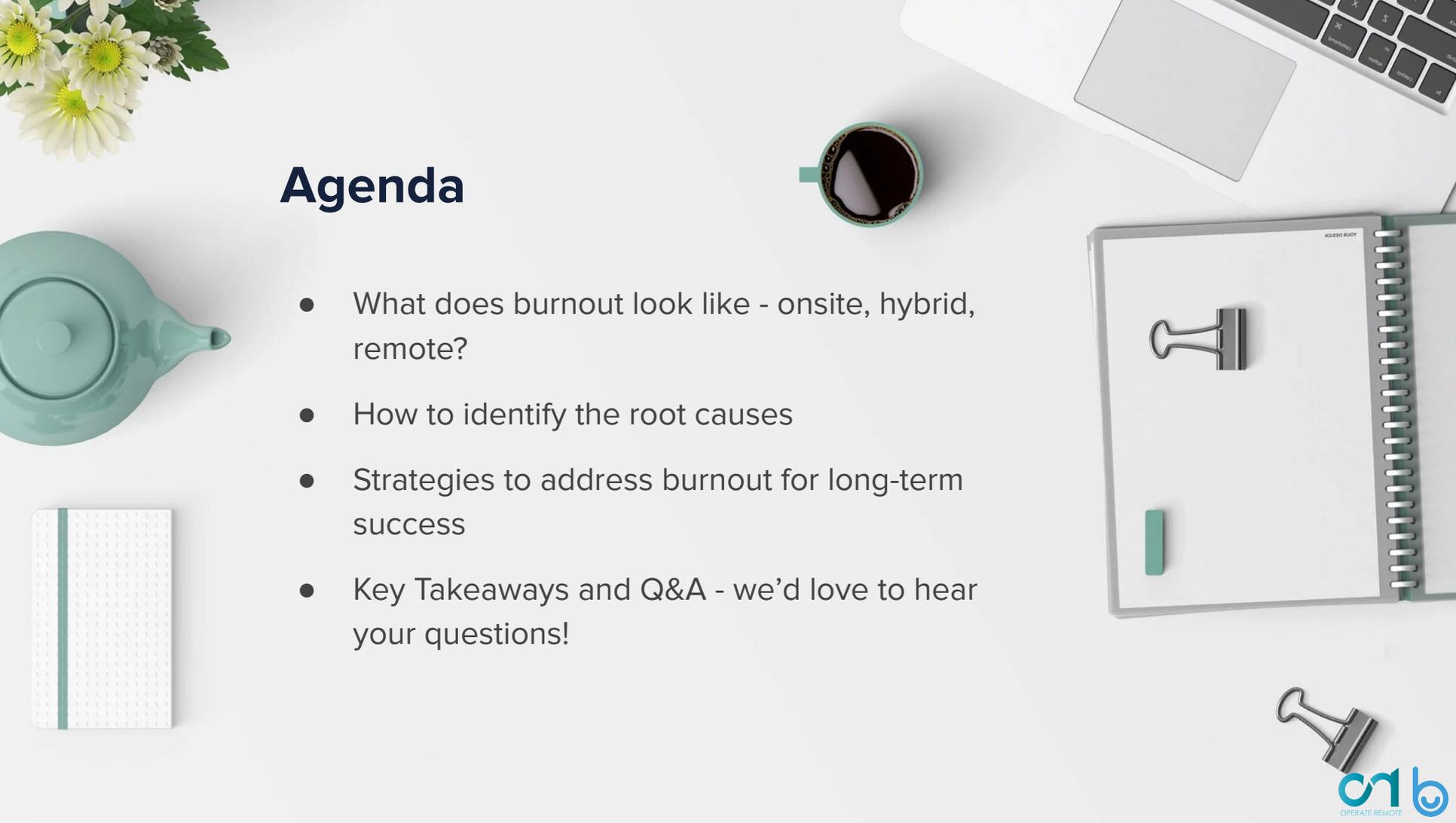
Founder & Managing Director
Operate Remote

Icebreaker question:

**What's your #1 tip for
managing stress?
Either for yourself or
within your team!**

Type in chat!





Agenda

- What does burnout look like - onsite, hybrid, remote?
- How to identify the root causes
- Strategies to address burnout for long-term success
- Key Takeaways and Q&A - we'd love to hear your questions!

A group of people in a meeting, with a woman in the foreground looking at a document. The image is overlaid with a dark blue filter.

POLL #1:

**What does burnout look like
for you?**



Burnout Stages and Signs

Workplace Burnout is a state of physical, mental, and emotional exhaustion that results from prolonged stress.

We all experience stress, but it's what happens when stress isn't effectively managed.

Burnout is a process that occurs over time, and can be divided into three distinct stages: exhaustion, cynicism, and ineffectiveness.

- Physical and emotional fatigue
- Cynicism
- Lack of motivation
- Decrease in job performance



The Current Burnout Landscape



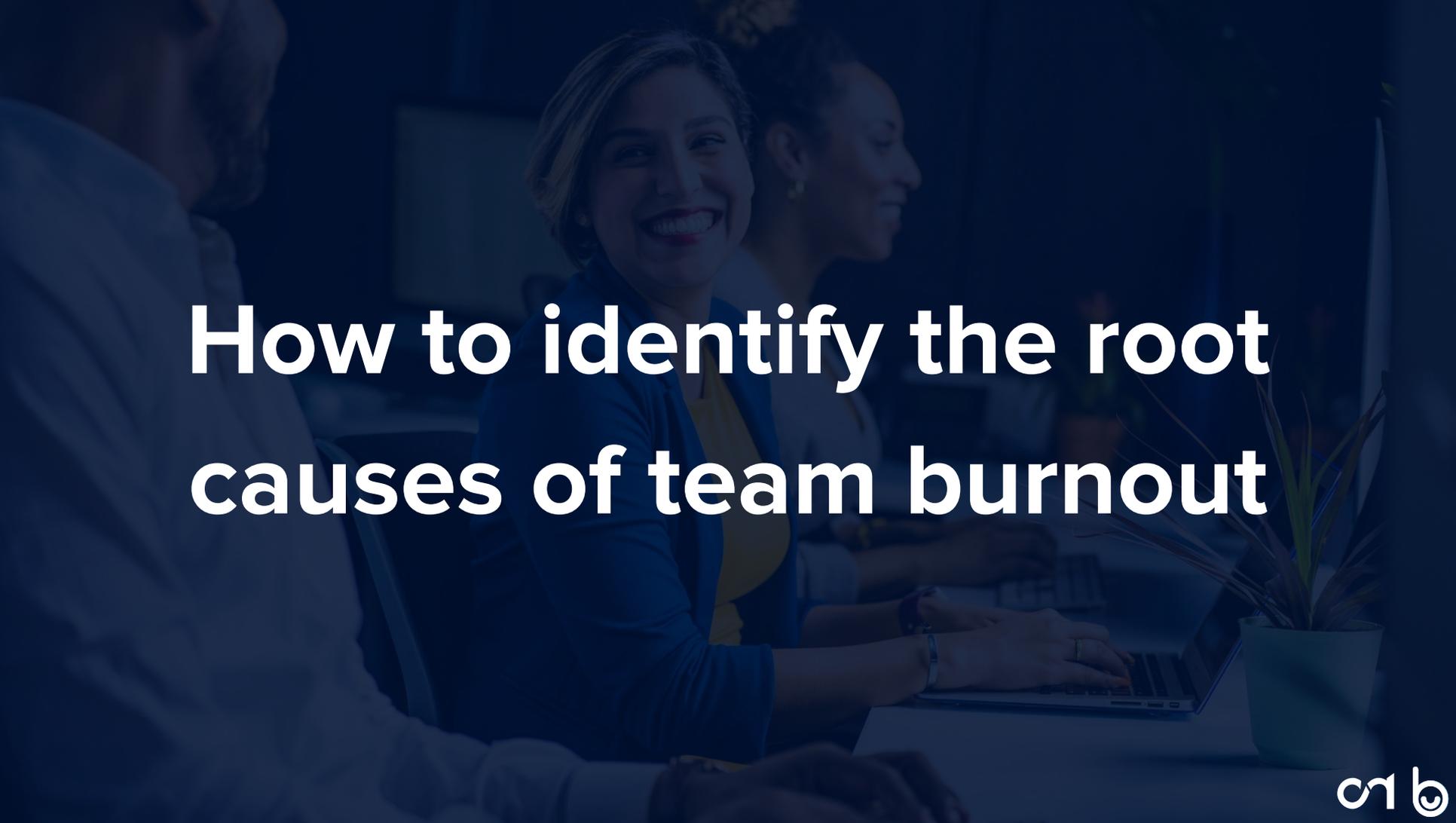
Recent research shows that **80% of global knowledge workers report feeling overworked** and close to burnout. Further, four out of five (82%) of employees say they feel **less engaged at work when they're stressed**. (Asana, 2022)



43% of mid-managers say they're burned out — the highest of any job level. (Slack, 2022)



The risk of burnout while working remotely is rising. **69% of employees are experiencing burnout symptoms** while working from home (Monster.com, 2020)



How to identify the root causes of team burnout

The 3 Key Pillars To Reducing Burnout

1

The Self

Lower levels of self-awareness

Inability, fear or guilt in not working

Habits leading to overworking

Beliefs preventing from setting healthy boundaries

2

The Leader

Lack of communication and support from manager

Lack of psychological safety

Lack of recognition

Unmanageable workloads

Lack of role clarity

3

The Organization

Unfair treatment at work

Unmanageable workloads

Lack of role clarity

Lack of remote-first processes

THE BURNOUT IDENTIFIER



FEEDBACK

Collecting feedback from different departments, teams will support you in understanding which of these 3 pillars are contributing most to your team's increased stress.



DATA

Taking time to collect data through a survey (I've shared a free resource below) will support you in getting clear on where to focus first AND what initiatives will have the biggest impact.



ANALYZE

It's important to collect and analyze data on a regular basis to ensure your efforts are working and that there are no serious 'red flags' that are being missed.



Strategies to address burnout for long-term success

KEY PILLAR 1

Communication

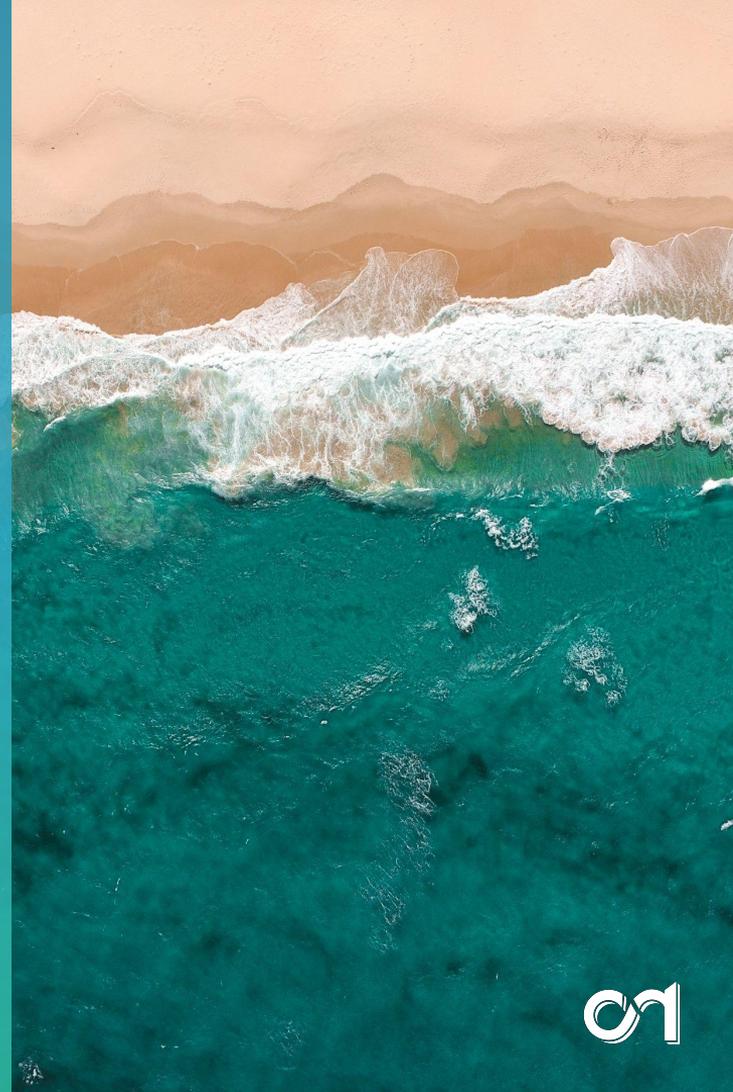


**Management spends
up to 50% of their work
time on meetings.**

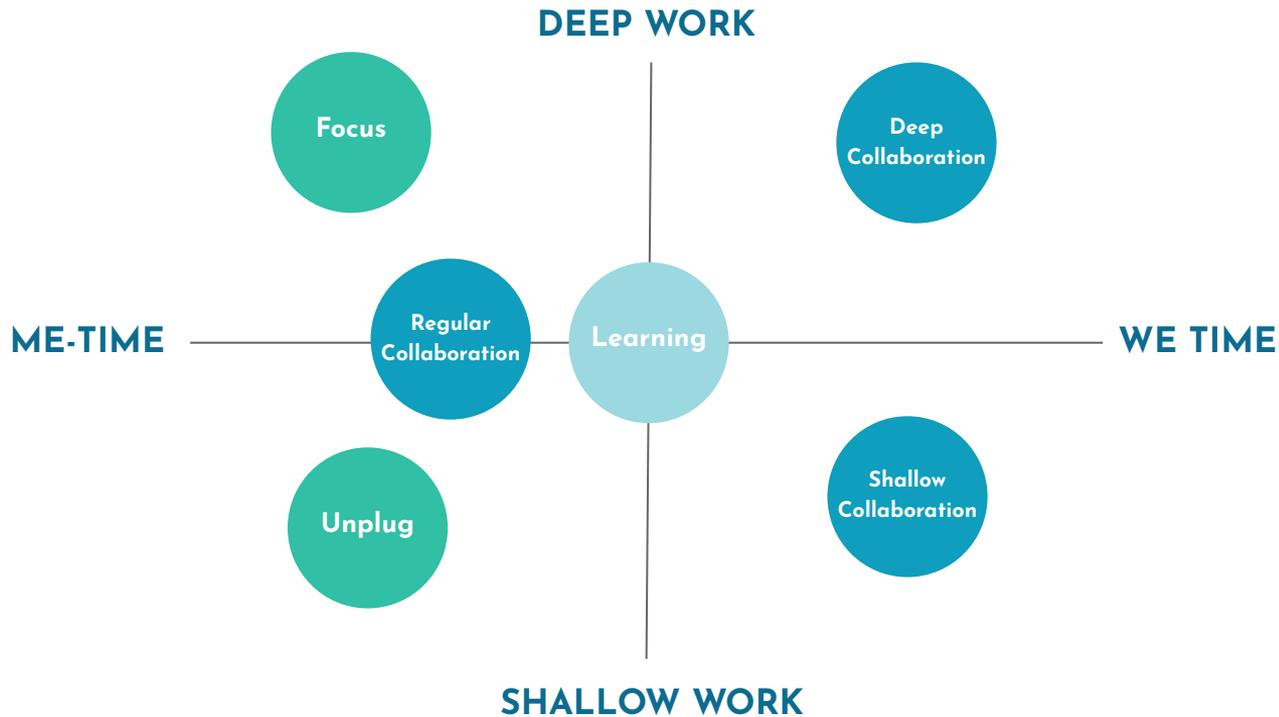
Muse, 2022

What keeps us from deep collaboration (engagement) as a team?

- Too many meetings focused just on information sharing and updates
- A lack of structure on how to conduct or facilitate deep conversations
- Reactivity in how we manage our work- little time for proactive thinking



The Six Work Modes For Teams





**DEEP COLLABORATION AND
FOCUS TIME= ENGAGEMENT
+ WELLBEING**



SYNCHRONOUS AND ASYNCHRONOUS COMMUNICATION



SYNCHRONOUS

Synchronous communication can be in-person or virtual, scheduled or impromptu. It is communication in real-time. Some examples of synchronous communication methods:

Phone call
Video meeting



ASYNCHRONOUS

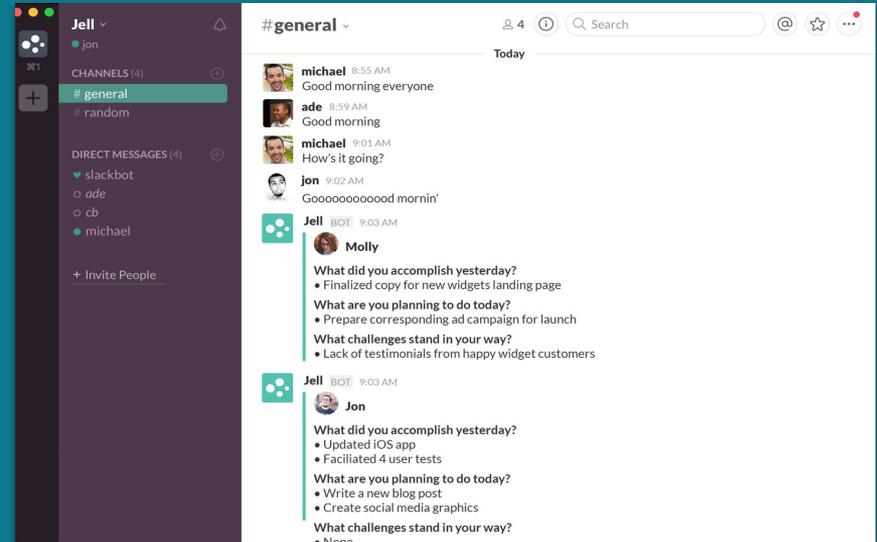
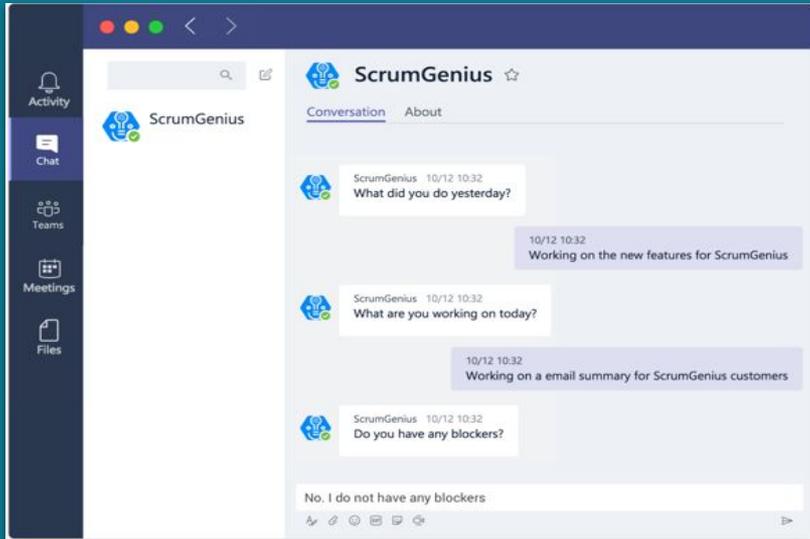
Asynchronous communication is any type of communication that includes a lag between when the party imparting the information sends the message, and when the party receiving the message interprets it:

Email
Slack Notifications

Too many meetings....

- **Step 1: Reduce ineffective meetings to save everyone time (spring clean checklist)**
- **Step 2: Improve agendas and reduce time of current meetings**
- **Step 3: Move information sharing to asynchronous communication**
- **Step 4: Start with one deep collaboration discussion per month (I'll be sharing ideas on how to run this)**

Prioritize Asynchronous Communication



Automate Information Sharing

- Project Updates
- Work or task Updates
- Collecting information on blockers/team challenges

*****Then use time in real-time meetings for deep collaboration.***

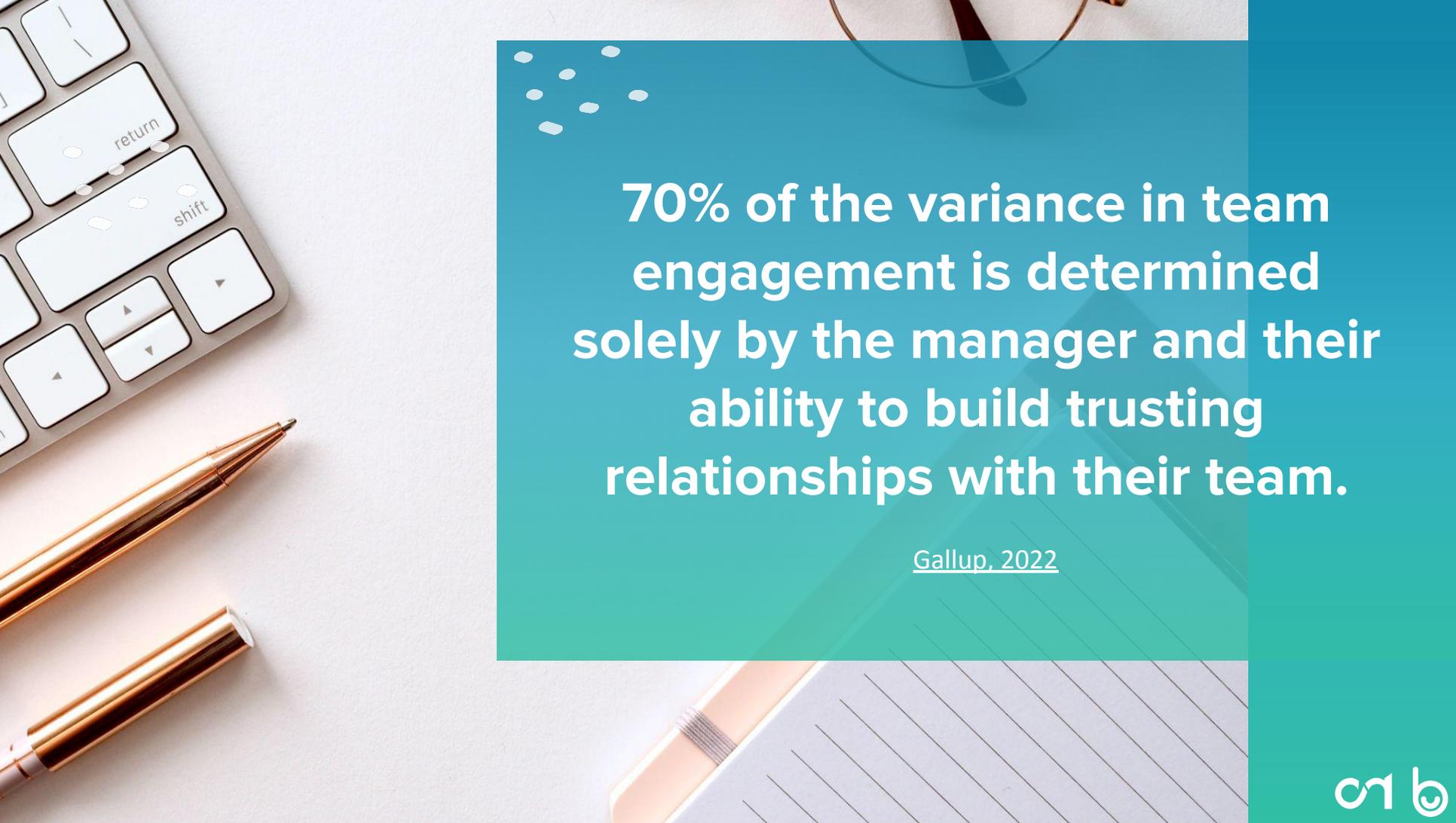
- Scrum Genius- MS Teams
- Jell, Daily Bot, Standup Bot, Geek Bot- Slack

*****Start with one area of communication to move to asynchronous automation and perfect it. Then, consider other processes*****



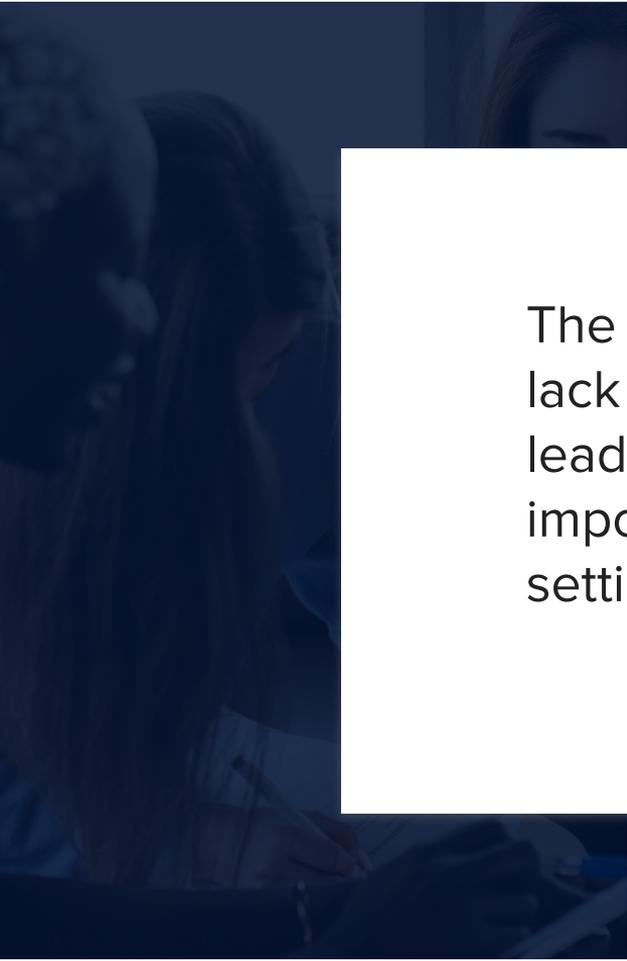
KEY PILLAR 2

**Interpersonal
Relationships**

A top-down view of a desk with a white keyboard, two gold pens, a pair of glasses, and a notebook. A teal gradient overlay covers the right side of the image, containing text and a logo.

70% of the variance in team engagement is determined solely by the manager and their ability to build trusting relationships with their team.

[Gallup, 2022](#)



The top driver of burnout (31%) is a lack of support or recognition from leadership. This indicates the important role that leaders play in setting the tone.

- [Deloitte](#)

How can R&R help with burnout & isolation?



Improves Communication

- Provides an easy communication channel that's structured but fun
- Humanizes company culture; helps people align with company core values
- Makes achievements visible & a source of feel-good inspiration



Builds interpersonal relationships

- Enables friendships across different regions & departments
- Helps people feel valued and seen for their contributions across the organization

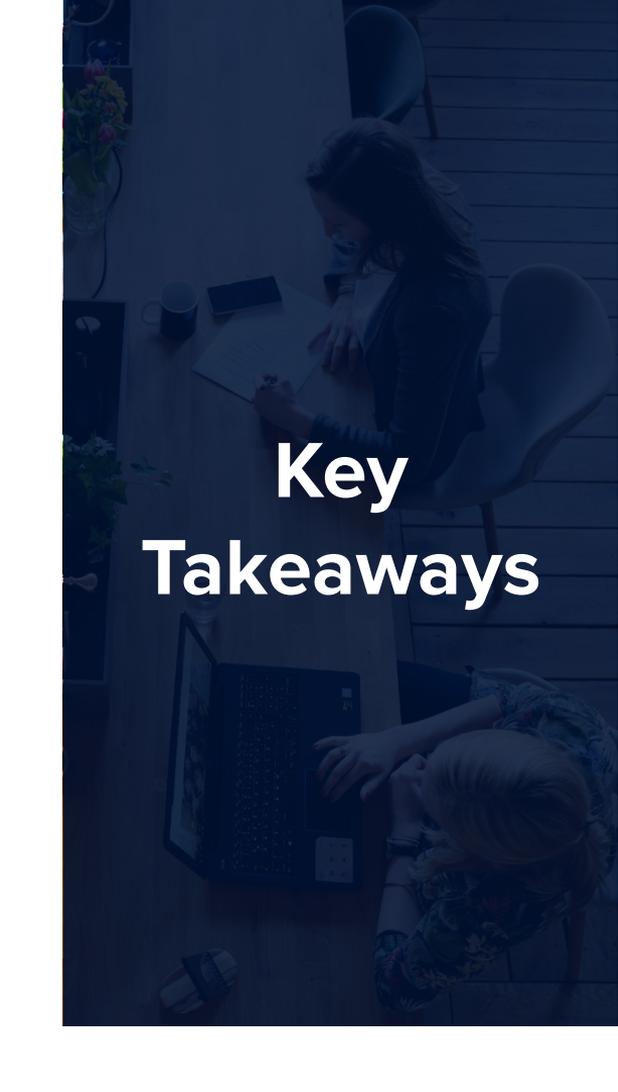


Encourages Peer-to-peer Recognitions

- Increases frequency of kudos and positive messages
- Boosts confidence and self-esteem
- Empowers people to participate in a Culture of Recognition

When there is no consistent organisational strategy for recognition in place, the odds of burnout increases by 29%.

- *Rewards & Employee Benefits Association*



Key Takeaways

- The 3 key pillars to reducing burnout are: The self, leader, and organization
- The 3 key burnout identifiers are: Feedback, Data, Analysis
- **Communication** and **Interpersonal Relationships** are 2 important strategies to address burnout for long-term success
- Rewards & recognition programs are a great tool to improve organizational communication and interpersonal relationships



POLL #2:

**On a scale of 1-10,
how much did you enjoy this webinar?**

(10 being "Absolutely loved it!")

SHARE IN CHAT:

Which topics resonated the most with you today?

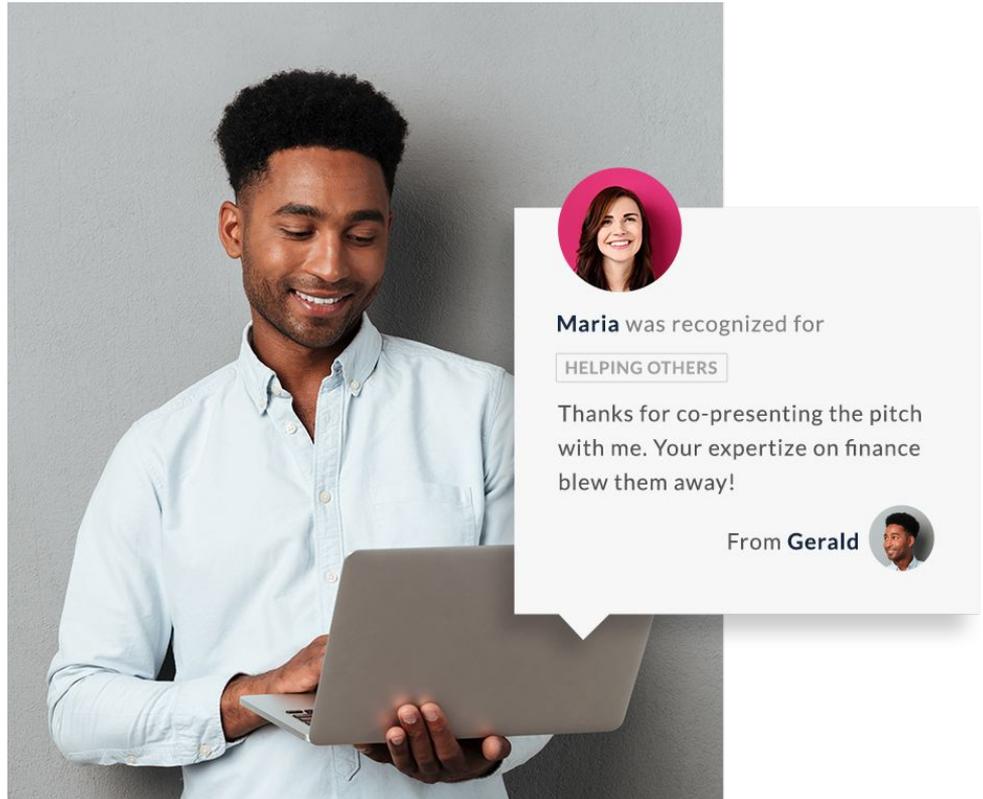


The #1 Employee Rewards & Recognition Program

Easily recognize outstanding work

Breakdown silos and bring your company mission & values alive

- Peer recognition
- Manager spot bonuses
- Employee anniversaries
- Performance rewards



POLL #3:

Would you like a product tour with one of our specialists to learn more about Bucketlist Rewards?

We're excited to connect with you to chat more about how R&R can impact your organization!



INTRODUCING



LEVEL UP LEADERSHIP

SHAUNA MORAN

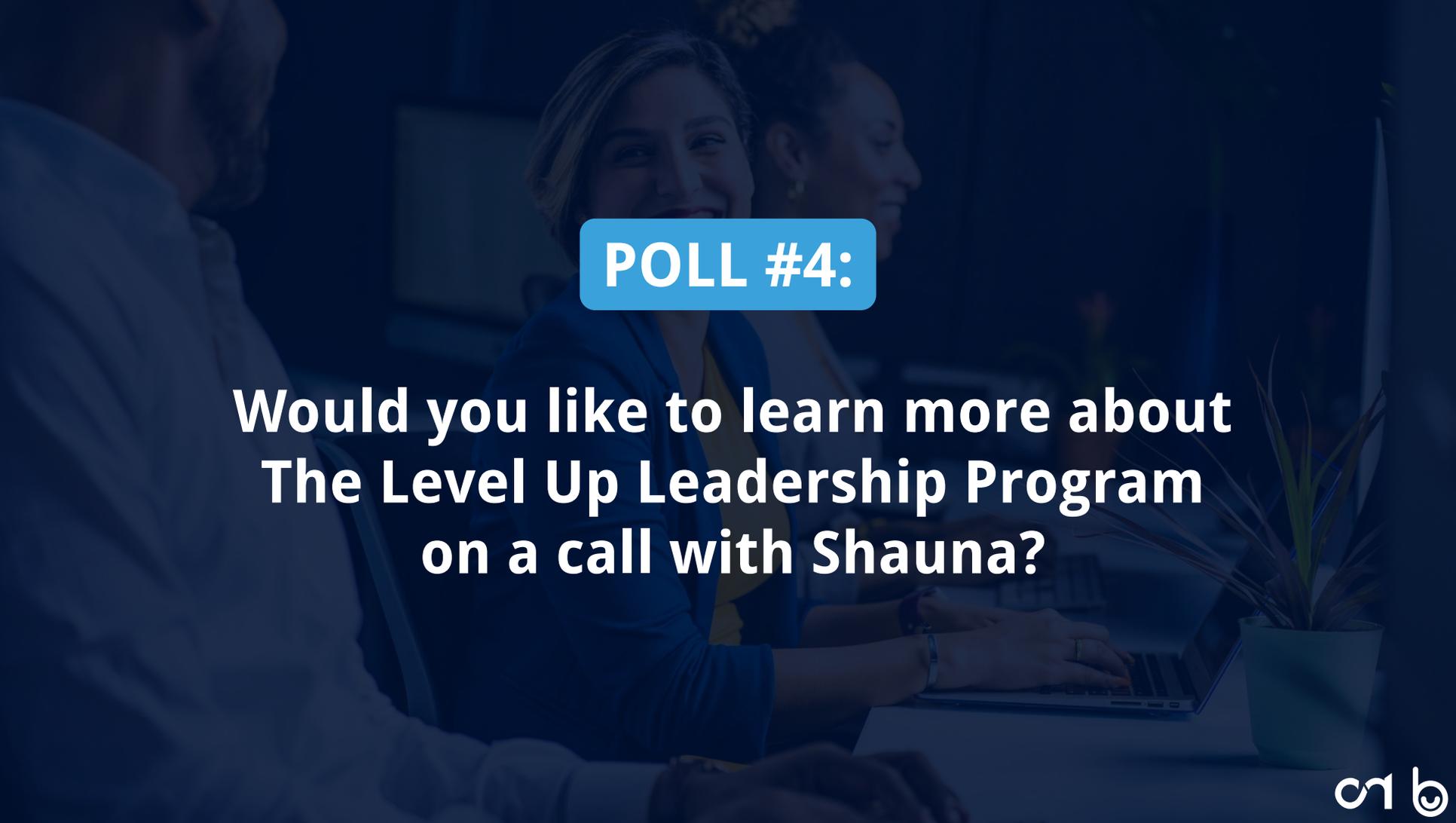
Level Up Leadership is a transformational group coaching container that empowers women leaders to scale their impact, without burnout.

Increase your team's performance and reduce burnout

Get out of reactive mode and increase collaboration and creativity

Enjoy your job again while also seeing your team thrive





POLL #4:

**Would you like to learn more about
The Level Up Leadership Program
on a call with Shauna?**

Professional Development Credits



HRCI

Activity ID:
621350



SHRM

Activity ID:
23-A3RJH

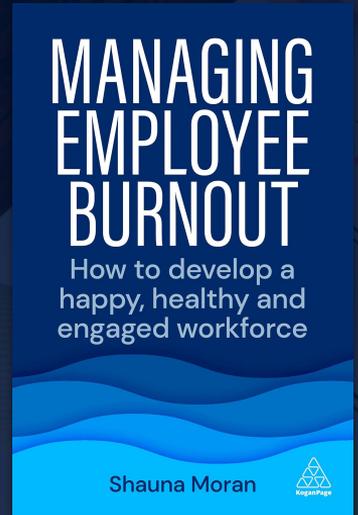


GIVEAWAY



1 Lucky Winner will receive
Shauna's book:

**Managing Employee Burnout:
How to develop a happy,
health and engaged workforce**





QUESTION & ANSWER

Drop your questions in the Q&A!

www.bucketlistrewards.com

www.operateremote.com



Jason Lindstrom

Linkedin: [jason d lindstrom](#)



Curious to see Bucketlist
in action?

[← Book a demo!](#)



Shauna Moran

Linkedin: [shauna moran](#)



Curious to see how Shauna
can help you and your team?

[← Connect with
Shauna](#)