EVERYDAY IS BRING YOURSELF TO WORK DAY!

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HOW TO SUPPORT EMPLOYEE WELL-BEING

LinkedIn Learning

TAKE A DAY OFF! BE WELL AND STAY CLOSE!

Explore Fort Worth

ADD A SOUNDTRACK TO YOUR STAY-CATION, VACATION OR OFFICE

Music connects people. Help decrease burnout by building a culture of fun and connection at work.

Listen in your car or in the office, just remember to make sure everyone's okay playing tunes in any shared work spaces.

To listen, scan the barcode or visit your Spotify account for the playlist.

Burnout is real.

Re-emerging from the pandemic, navigating new ways of working, overcoming social injustice and political tensions have led to a sense of exhaustion tinged with bouts of optimism. Here's what we're learning — burnout is real. And if you're feeling it, you're not alone.

Burnout is not binary. Most believe that one has the condition or does not have it. Yet it's actually a spectrum that starts with seemingly harmless symptoms.

Burnout is distinct from depression and anxiety. Although it has some overlapping symptoms, it definitely manifests differently and is often caused by a broader set of environmental factors.

Burnout is different than compassion fatigue. Compassion fatigue is a subset of burnout associated with medical professionals, teachers, and social workers. It relates to diminishing empathetic response over time. Compassion activates the reward response in the brain, but empathy fires the pain response toward another person. Burnout is primarily a response to job demands, fairness, transparency, and other issues *beyond* responding to pain over time.

TALK ABOUT IT

Let's Get Real. Normalize talking about burnout and feeling overwhelmed. Here are 3 key questions to explore potential for burnout in your own department or with a small group of colleagues with whom you feel comfortable:

- *Do you see the world as a place full of opportunity? How can we help one another feel this way?*
- *How can we build a true sense of autonomy and voice within our teams and at TCU in general?*
- *What can we do to ensure communication, civility and community expectations on our team are fair and transparent?*

THE FOUR PILLARS OF TEAM RESILIENCE

The Four Pillars of Team Resilience.

Prioritizing well-being is a group effort. Teams across TCU must have conversations about how to make lasting change at the cultural and organizational level, rather than putting the burden on individuals alone. Managers are role models and key to leading these conversations.

Self-Awareness. Normalize having awareness about one's triggers, needs and sense of purpose. Create space within teams to allow vulnerability for people to share what they see as their purpose, strengths, and values is essential. Managers, don't perpetuate "fake trust" within your teams; be truthful, manage your ego and know your triggers too.

Autonomy. Team members must have an appropriate balance of autonomy and support in the work they do. Managers, ask what people want and need to feel this balance.

Structured R&R. Every team benefits from guard-rails on intensity and quantity of work. Managers, pay attention to how workloads are distributed, strive to allocate department duties evenly and ensure that time for rest is protected and even encouraged.

Community. To truly guard against burnout, team members need to feel a sense of community, collaboration, loyalty, tolerance, and psychological safety. This starts at the top.

Burnout is Real and **The Four Pillars of Team Resilience** adapted from Burnout from an Organizational Perspective ***[https://ssir.org/articles/entry/burnout_from_an_organizational_perspective***

ADDITIONAL RESOURCES
TO ADDRESS BURNOUT AND BOOST RESILIENCY

Calm

HEADSPACE

shine

10% HAPPIER
MEDITATION FOR FIDGETY SKEPTICS

Visit the **App Store** or **Google Play** to download and install apps on your device.

How well are you doing?

Use this **Self-Care Assessment** with your team or for yourself to find out.

Need more support?

Access the TCU **Employee Assistance Program** (EAP)

ENHANCING RESILIENCE

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TCU HUMAN resources

Questions?
Reach out to us:
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