



TALENT TALK 2019

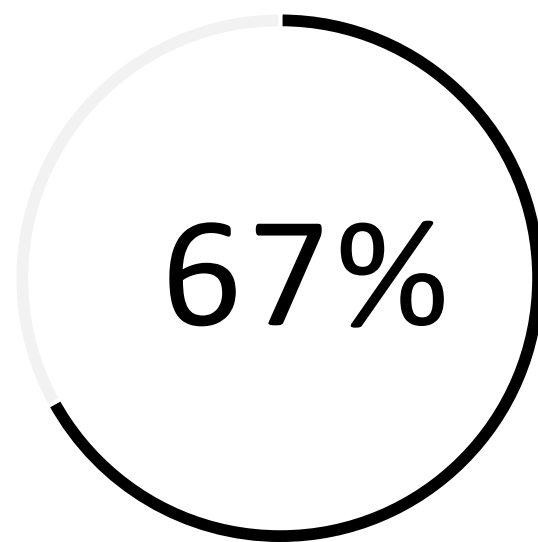
EMPLOYEE BURN-OUT

WHY IT MATTERS & HOW TO PREVENT IT

By Allie Waite, SPHR

WHAT IS BURN-OUT?

The World Health Organization (WHO) redefined “Burn-out” as an occupational phenomenon of chronic workplace stress:

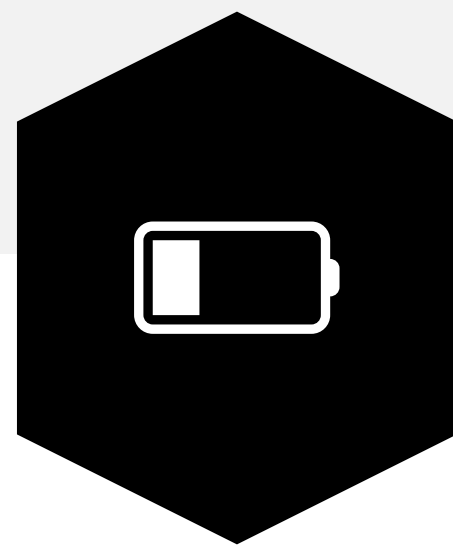


- Energy depletion/exhaustion
- Mental distance from one’s job
- Reduced professional efficacy



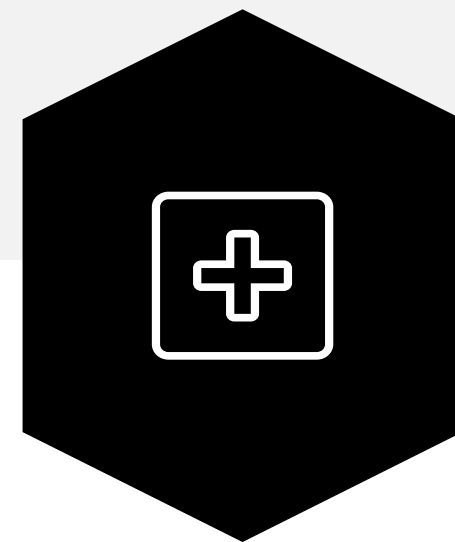
WHY DOES IT MATTER?

Burn-out is now recognized as a **serious** and **severe** workplace issue



PRODUCTIVITY

Human brain is not wired to work 12-18 hours days, productivity decreases



HEALTH/WELLNESS

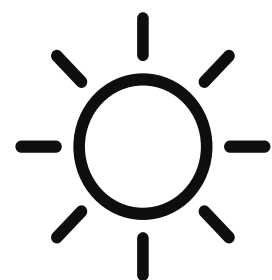
Increased risk of health conditions like heart disease, depression, and anxiety



TURNOVER

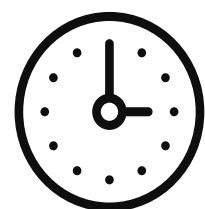
Working excessive hours and chronic stress is not sustainable long-term

HOW DO WE
PREVENT IT?



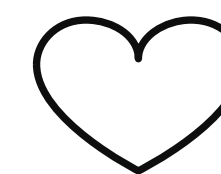
ENCOURAGE TIME-OFF

Reconsider the “unlimited”
paid time-off policy



AVOID HUSTLE CULTURE

Reward and incentive good
work, not excessive time



MEASURE THE PULSE

Engagement surveys, one-on-
one’s, open door policy



BE THE EXAMPLE

Take lunch breaks, wait until
morning to respond!

THANK
YOU!