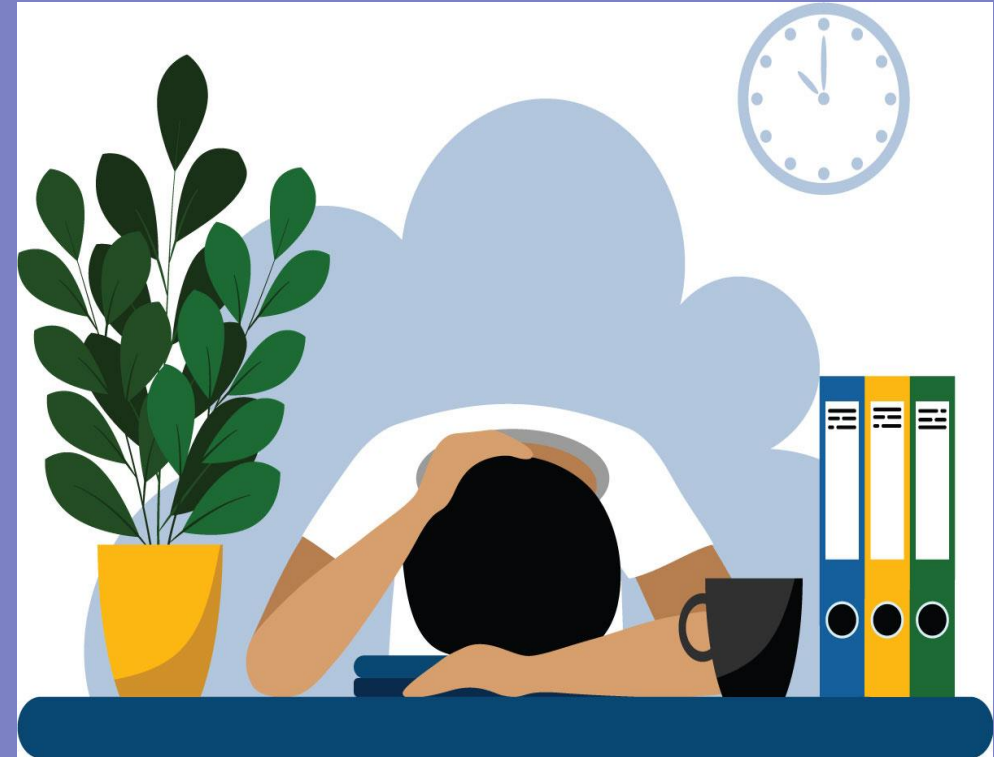




Managing Burnout





Your Hosts for Today...



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Fuel50

Objectives for today ?

- To understand what Burnout is and why it has become a global issue
- What are the causes of Burnout and how to spot the red flags
- Strategies to avoid Burnout as an organisation and an individual



We want to hear from you

What do you think is the biggest Issue affecting the increase of Burnout

1. Lack of inclusivity
2. Lack of leadership accountability
3. Lack of resource to support wellbeing
4. Toxic workplace culture





Definition of Burnout



“The Chronic imbalance between job demand and job resource”



World Health Organisation Definition

Burnout is a an occupational Phenomenon it is characterised by 3 things

1. Feeling of energy depletion or exhaustion
2. Increased mental distancing from one's job
3. Reduced personal efficacy

World Health Organisation research (May 2019)





McKinsey Global Survey April 2022 Findings



- 322 Billion in lost revenue globally and 52 Billion in the UK alone
- 50 % in the 25 countries surveyed were at risk or had experienced Burnout
- 86% of employees surveyed had high levels of exhaustion
- 22% Gap between employers perception vs employees perception
- Companies were experiencing 2-3 times higher attrition than the previous year
- 80% of Human resources time was being spent dealing with issues associated with Burnout



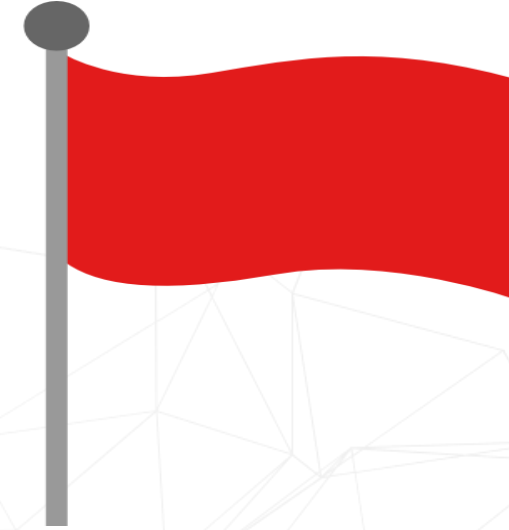
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Red Flags for Organisations



- Quiet Quitting – Disengagement
- Great Resignation
- Poor performance
- Higher Absenteeism
- Lack of connectivity to the organisation particularly in the Gen Z and Millennials



Taking Action: Please share in the chat

- What can we as an organisation activate to dampen burnout ?



Strategies to Avoid Burnout

- **Build a healthy organisation culture as a strategic priority**
- **Create Psychological safety**
- **Create an inclusive work environment**
- **Address toxic behaviour**
- **Encourage greater leadership accountability / Role modelling**
- **Effectively tackle the issue of stigma**
- **Encourage conversation about Mental Health and Harness the power of coaching**
- **Use the data available to inform your strategies**
- **Invest in growing your employees skill set and in particular Resilience skills**
- **Provide greater access to resources**

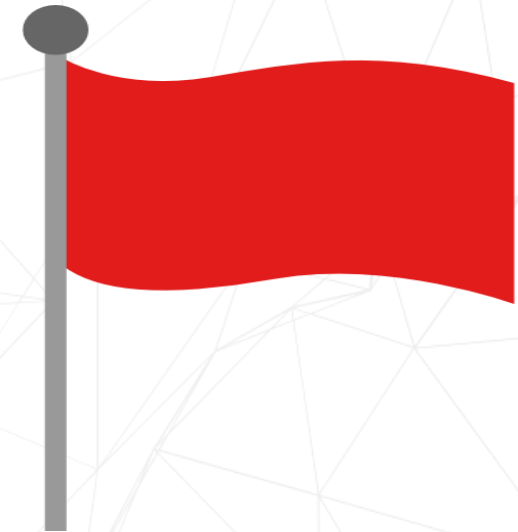




Red Flags for Individuals



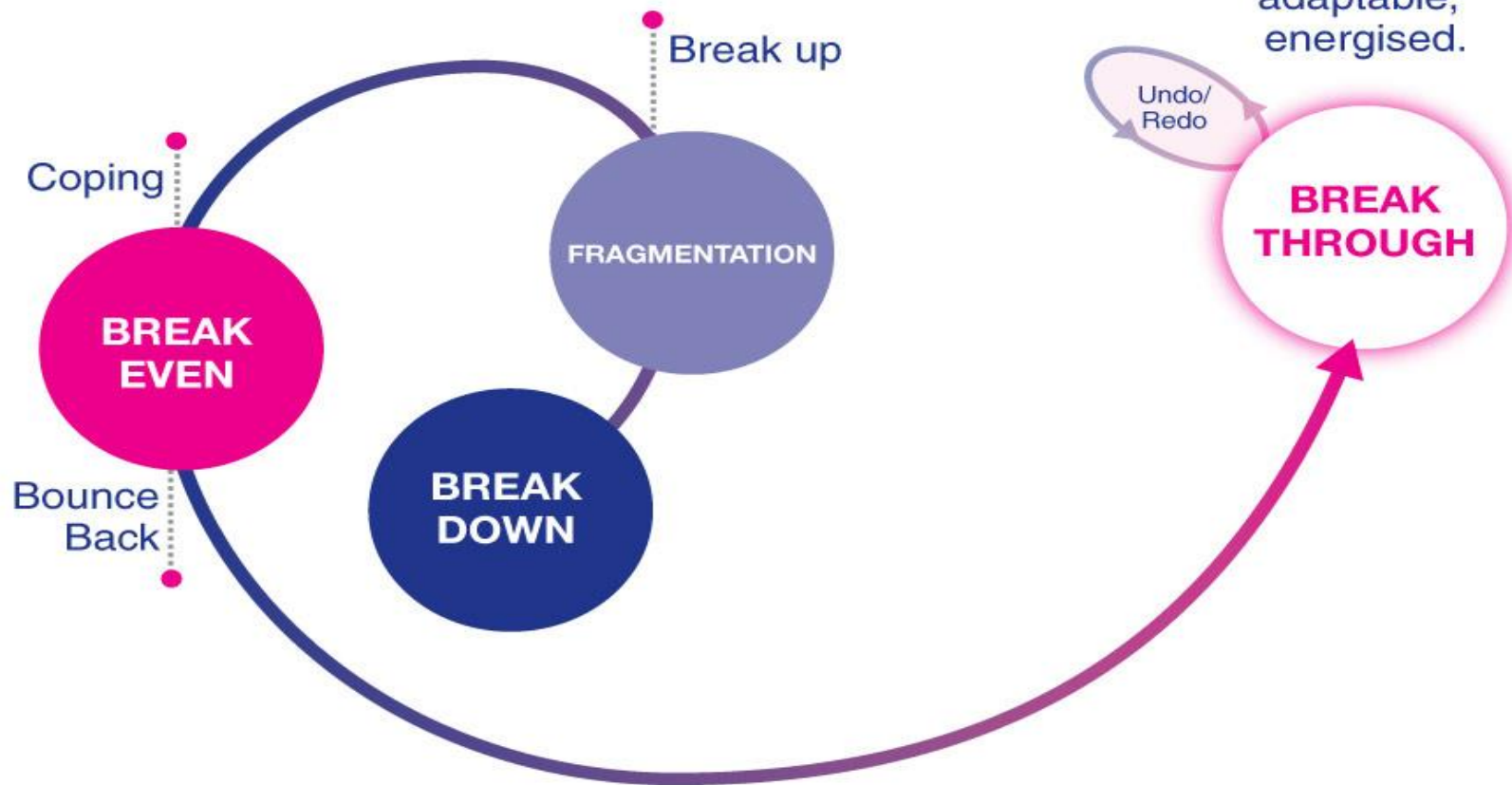
- Excessive tiredness
- Not maintaining Boundaries / prioritizing
- You feel you have little or no control over your work / overwhelmed
- Withdrawing from activities in particular social events
- Cynicism / Detachment from work and feeling unappreciated
- Values Mismatch
- Sleep disturbance



Red Flags for Individuals- Resilience Dynamic

Resilience Dynamic

Resilience is our ability to reshape



Strategies to Avoid Burnout - Individuals

- Foster resilience in a proactive way
- Sense check your own levels of energy
- Voice your needs and ensure you are listened to
- Create time for reenergising (Adaptive capacity)
- Make compassion a habit
- Be clear about your purpose and connect to the company purpose
- Prioritise job demands vs resources daily
- Be aware of resources available and don't be afraid to ask for help



Taking Action: Please share in the chat

- What will **you** do differently as a result of this presentation ?



Closing Thoughts

You can't yoga your way out of these challenges what are you going to do differently ?





Further Support – References



- The Resilience Dynamic Jenny Campbell (Book)
- McKinsey April 2020 report
- Harvard Business Review - Guide to Beating burnout 2021
- World Health Organisation study 2019

Meet UNDP Well-being Team



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UNDP Resources on mental health and well-being

- For individual counselling requests please email/refer to: oshw.focalpoint@undp.org
- For resources, useful tips, webinar recordings and upcoming events visit:
 - UNDP [Wellbeing Site](#):
 - Newsletter sign up
 - Well-being Café Podcast
 - UNDP [Wellbeing Café](#) page on Yammer
 - UNDP [Wellbeing App](#): local information, valuable articles, self-assessments and announcements



Question



Thank You!

For any further questions, reach out to us on:

E-mail: career.development@undp.org



Yammer: Career Development & Experience

Or visit our intranet page on:

<https://undp.sharepoint.com/teams/TalentDevelopmentHub>

