



EX03

Burn Bright – Not Out! Strategies for Work-Life Integration in HR



Burn Bright-Not Out!

Strategies for Work-Life Integration in HR

NHRMA Conference 2024

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A U S T I N



TODAY

- The workforce
- Workplace well-being
- Burn bright model
- Strategies for self
- Develop a plan

The Workforce



Technology + Change = Skills Gap



Change Fatigue + Unclear Plan = Burnout



Partnership + Support = Success

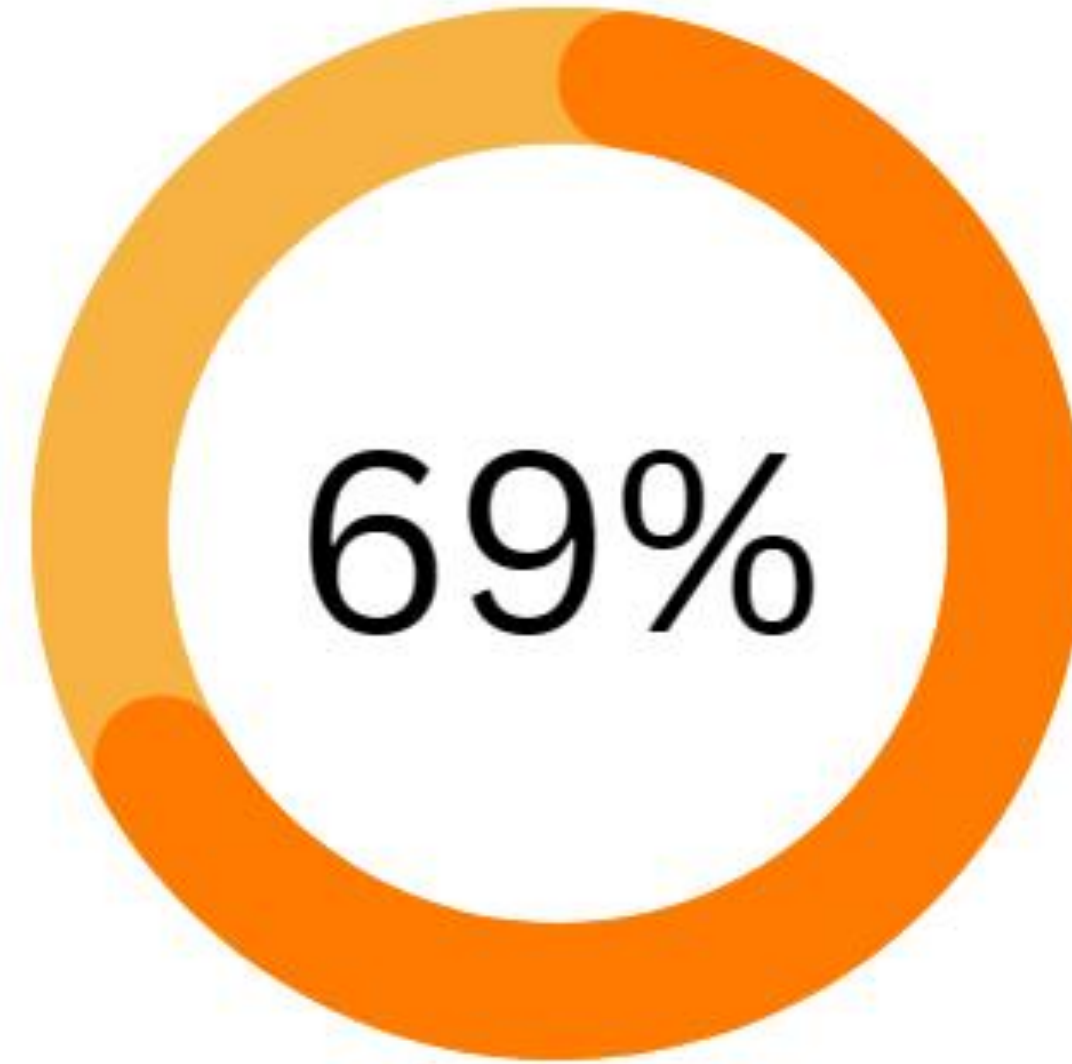
The Costs of Neglecting Wellbeing



of the payroll budget each year goes to the cost of voluntary turnover due to burnout alone.

-Gallop Study 2024

Despite Our Efforts



69% of employees say their mental health has stayed the same or worsened in the past year

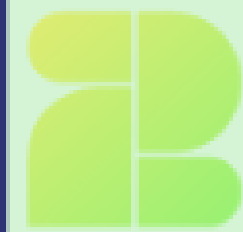
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Employees are feeling underwater.
They are stressed about their finances and
workloads.

Top 5 Employee Concerns



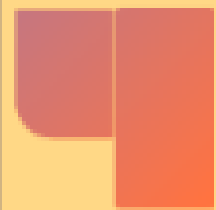
Financial woes are the top stressor for employees



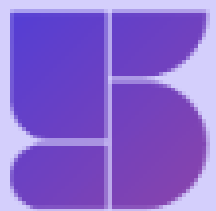
Technology is contributing to burnout



Managers are the problem and the solution



Women need more mental health support for life stages



Gen Z, struggling the most, is leading the charge for change

MY STORY



“

The job is not the whole problem.

The job is the symptom of the problem.

Recognizing Burnout



REDUCED PERSONAL ACCOMPLISHMENT:
Feeling like you're not achieving what you want,
or that your work is not making a difference.



PHYSICAL SYMPTOMS:
Such as fatigue, insomnia, headaches, and
decreased immunity.

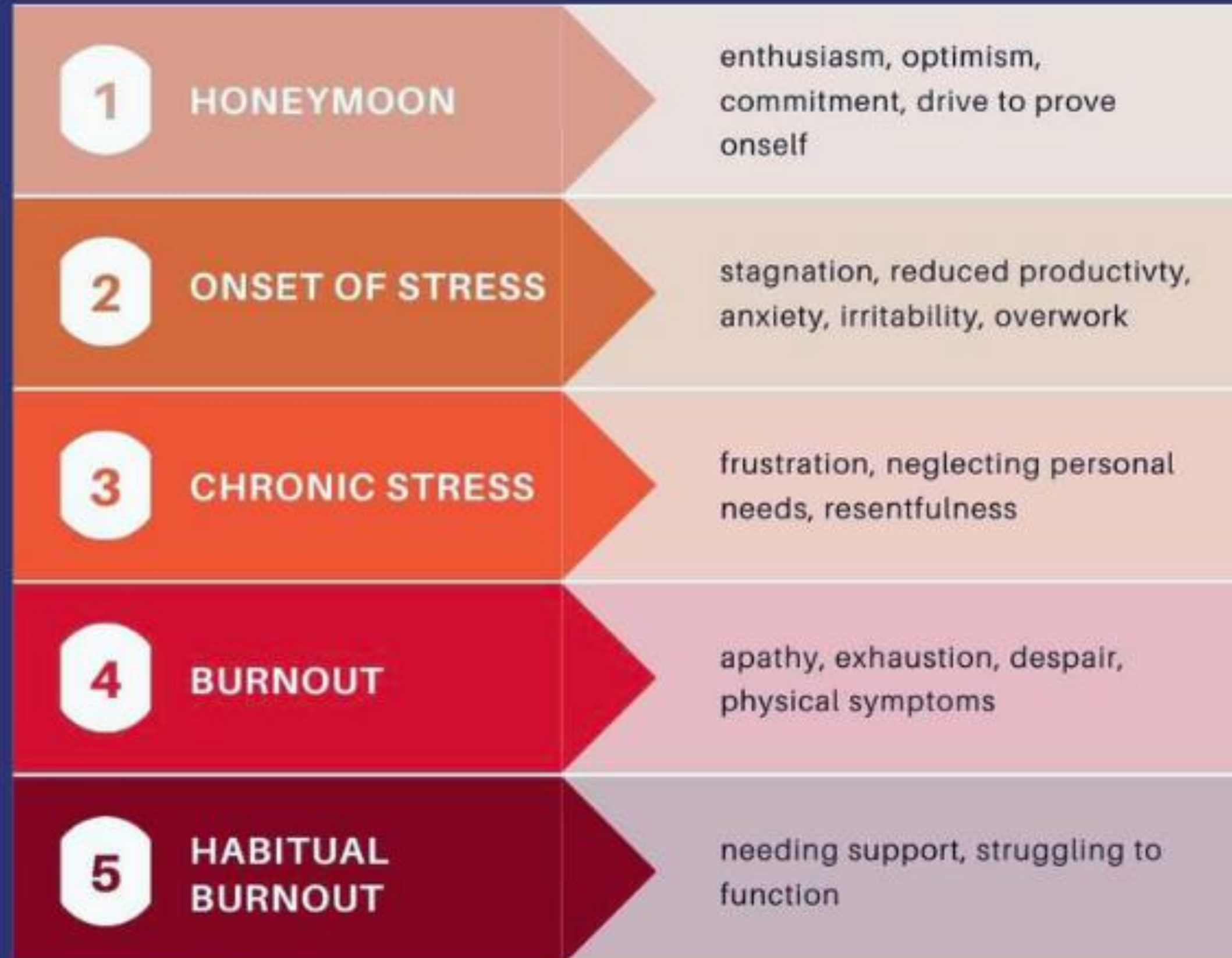


EMOTIONAL EXHAUSTION:
Feeling emotionally drained,
detached, or cynical.



DEPERSONALIZATION:
Feeling distant or disconnected from others,
often manifesting as cynicism
or a negative attitude towards others.

Phases of Burnout



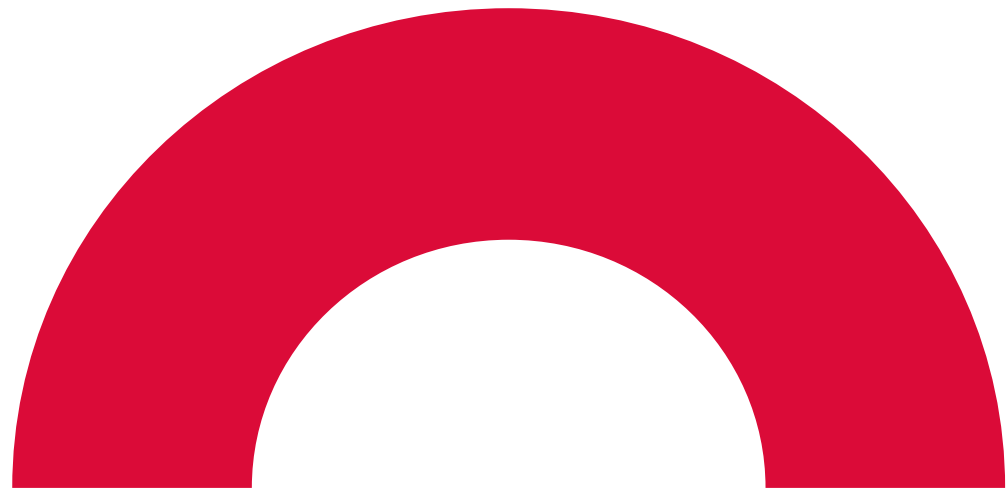
Myths

- One time event
- Cured by time off
- Inability handle stress, weakness
- Caused by overwork
- Inevitable part of the job





Truths

- 18-24 months after root cause
 - Perfectionist and women
 - Under purposed
 - Takes 2 years to recover
- 

Anti-Burnout

- I take quality breaks throughout my work-day.
- I take vacation without the need to check in on work.
- I ask for support when I need it.
- I set healthy boundaries with colleagues.
- I feel confident to reprioritize and say no when I need to.
- I spend time prioritizing my joy outside of work.
- I am clear on my role and responsibilities.
- I have a supportive manager that I meet with consistently.
- I have some level of flexibility throughout my work week.

Strategies for Recovery

1

BE OPEN AND HONEST

Encourage employees to share their thoughts and feelings about mental health. Let them know that you are approachable and open to discussing this topic.

2

CREATE A SAFE SPACE

Make sure employees feel comfortable discussing their mental health without fear of judgment or discrimination.

3

LEAD BY EXAMPLE

Share your own experiences with mental health and encourage your employees to do the same. By talking openly about mental health, you can help break the stigma and create a more understanding and supportive culture.

4

PROVIDE EDUCATION AND RESOURCES

Make sure employees are aware of the resources available to them, such as Employee Assistance Programs (EAPs), coaching or counseling services. Provide education on mental health topics, such as stress management and coping strategies.

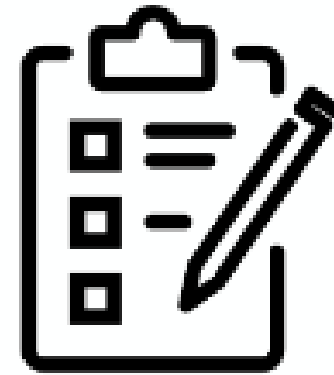


Workplace flexibility

Healthy Workplace Habits



Limiting work and meeting hours



Use of Decision Aids



Practicing Meeting Mindfulness



Personal Check-Ins



Sharing your struggles



Supporting Job Crafting

Manager Tips

- Be clear-expectations
- Understand value
- Email boundaries
- Encourage vacation (model)
- Listen

Individual Recovery



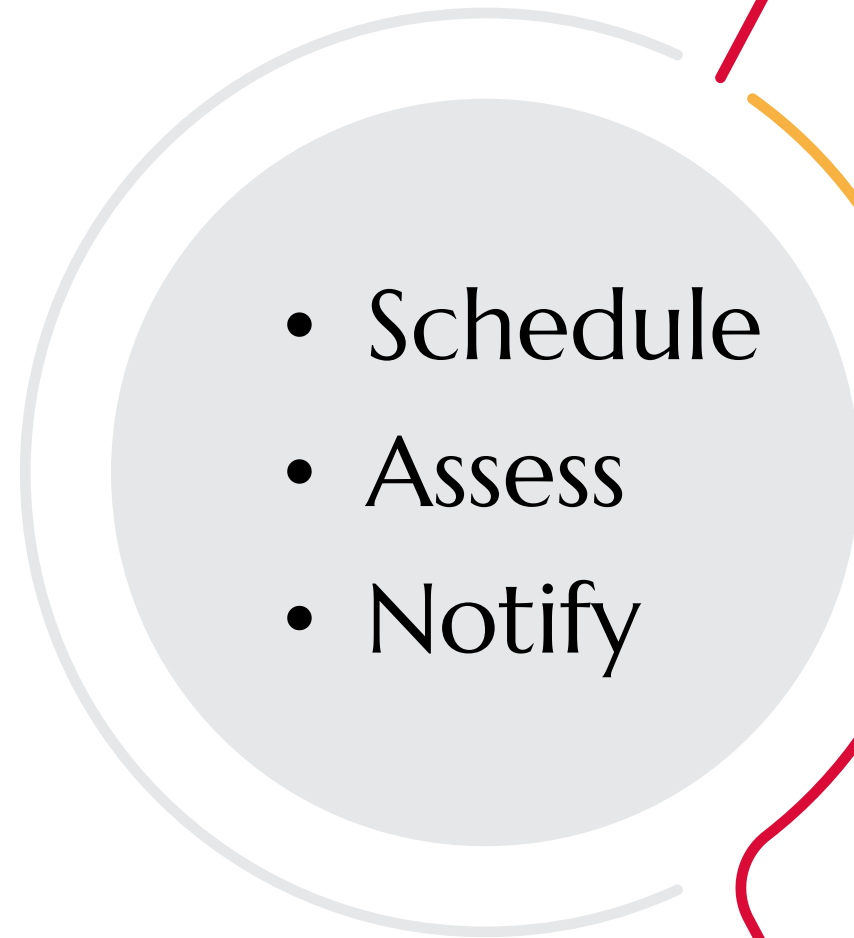
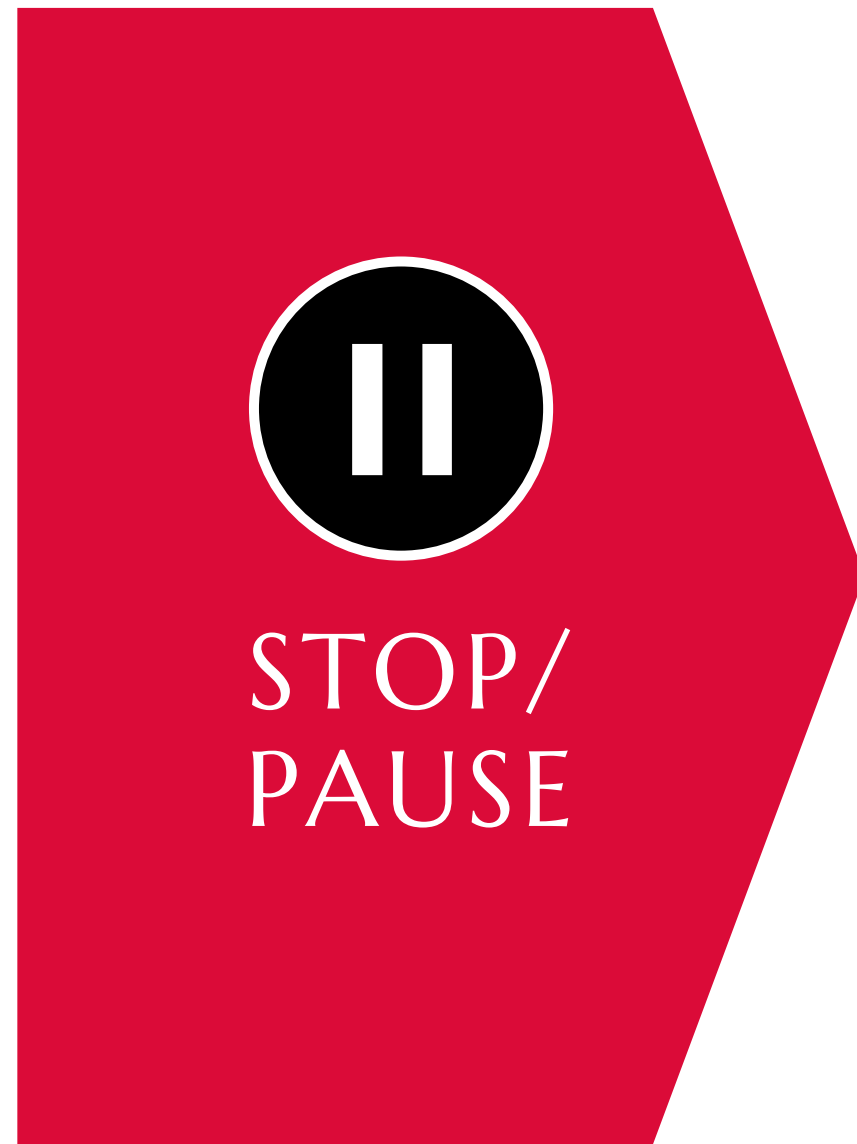
The Model



Tools

- Notebook/journal
- Phone bed charging station
- Coloring, paint/craft set
- Calendar





SELF
AWARENESS

GIVE YOURSELF
PERMISSION

TURN
INWARDS

FEEL THE
FEELINGS

ALLOW FOR
GRACE

“

When we look inward, we can clarify
our values, thoughts, feelings and
behaviors.



- Physical
- Mental
- Emotional
- Spiritual

CURRENT
SYMPTOMS

OBSERVE &
DOCUMENT

MAP OUT
DESIRED STATE

DESCRIBE
BARRIERS



DISCOVER
YOUR WHY

- Excavate
- Research
- Discard

SELF-WORTH
IDENTITY

THE
"SHOULD"

REVIEW
BOUNDARIES

PATTERNS OF
BEHAVIOR

FAMILY
HISTORY



EXPLORE
YOUR
OPTIONS

- Discover
- Align
- Expand

GATHER
FEEDBACK

TAP INTO
PURPOSE

LOOK FOR
INSPIRATION

EXERCISE
CREATIVITY

INTEGRATE
WORK/LIFE



ASSEMBLE YOUR TEAM

- Guide
- Support
- Inspire

LONELINESS

QUANTITY VS
QUALITY

VALUE ALIGNMENT

GROWTH

ENERGY ZAPPERS

Ask Yourself

WHO WILL
HOLD ME
ACCOUNTABLE?

WHO CAN I
PROBLEM-SOLVE
WITH?

WHO WILL TELL ME
THE TRUTH WHEN
I NEED IT?

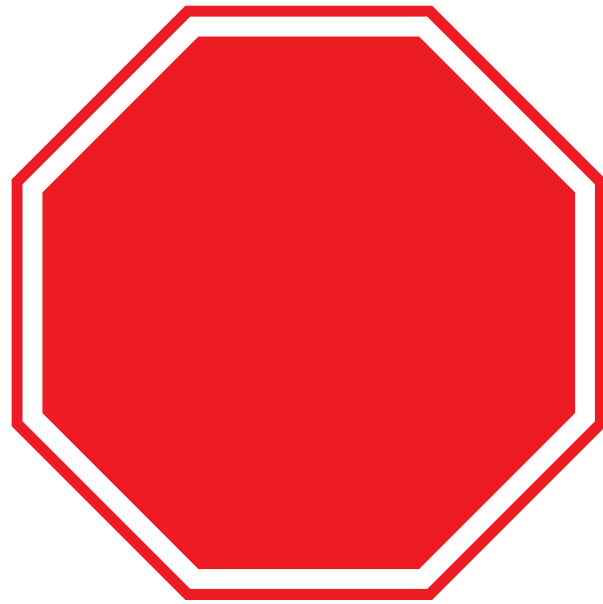
Take Back Control

- Get crystal clear
- Focus-one thing
- Notifications

Decision Fatigue

- Is this my decision to make?
- Do I need more information?
- Can \$ solve this?

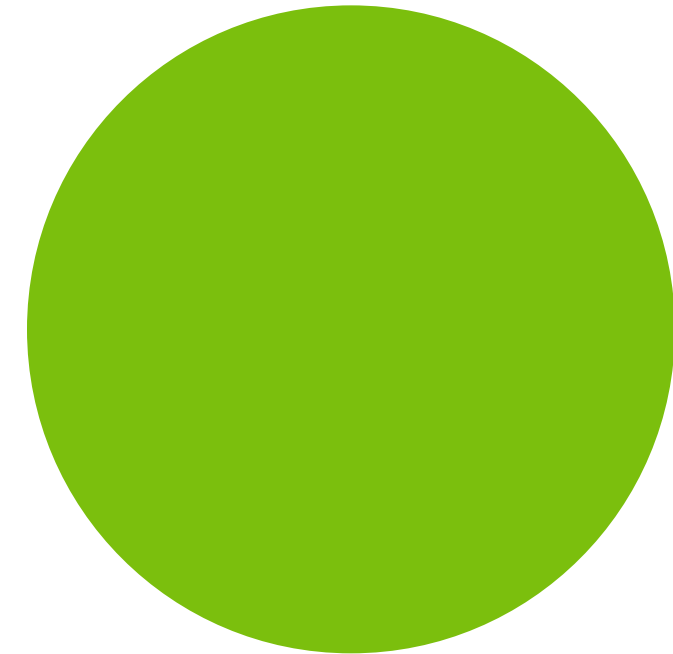
Energy



NO



NOT YET



NOW



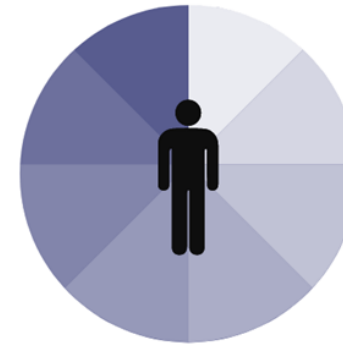
Energy Audit

5-minutes



Energy Audit

We need to adjust our schedule around what energizes and depletes us.



Look at your calendar for next week and identify your NO, NOT YET, NOW's.

Identify and list three areas of opportunity for you using the lines below.



1. _____
2. _____
3. _____

Weekly Schedule



Sunday

- Meal planning/grocery
- Laundry
- Review calendar-week
- Rest

A calendar card for Sunday with a red header and a light beige body. It features two white punch holes at the top. The text is centered and lists activities for the day.



Wednesday

- Adjust-No, Not Yet, Now
- Set Alarms-breaks, tech.
- Community
- MOVE

A calendar card for Wednesday with an orange header and a light beige body. It features two white punch holes at the top. The text is centered and lists activities for the day.

“

"Growth doesn't happen overnight.

You need a plan, to explore and take risks.



DEVELOP
YOUR PLAN

WHAT IS ONE
THING YOU
WILL DO?

IF YOU DON'T DO
IT, WHAT WILL
HAPPEN?

A large red circular graphic on the left side of the slide, consisting of a thick red ring with a white center, partially cut off by the edge of the frame.

Takeaways

- Plan & Observe
- Build new habits
- Audit your energy
- Assemble Team
- Schedule self

GOT QUESTIONS?

Reach out. Let's Connect!



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