Staff Burnout & Retention

Strategically Addressing Staff Burnout and Retention

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Our Teams & Their Experience

Have you seen a committed employee
become less engaged over time?

Three Dimensions of Burnout

Exhaustion
Feeling emotionally drained with little energy left

Depersonalization or Cynicism
Becoming detached, impatient, or less compassionate

Reduced Personal Achievement
Feeling that your work no longer makes a difference

Private Self-Assessment

Complete the burnout self-test privately.

Follow the handout’s scoring instructions.

Keep your scores private.

Use the results as a reflection tool.

Reflection

What did you notice about yourself?

Which area deserves more attention?

What workplace conditions might be contributing?

Table Discussion

1. What is draining our staff?

2. What do employees need that they may not feel comfortable requesting?

3. Which organizational practice could we change to reduce pressure?

1. Recognize

* Notice the warning signs

- Initiate supportive conversations.

* “What changes have I noticed in my team?”

2. Review

Examine workload, staffing, deadlines, and capacity.

“Are our expectations realistic?”

3. Reclarify

* Make roles and priorities clear.

* Identify what can wait.

* “Does everyone know what matters most?”

4. Restore

- Provide support and recovery time.

- Follow through on commitments.

* “Can staff actually use the support we offer?”

5. Retain

* Strengthen trust and recognition.

* Give employees a voice and room to grow.

* “What makes people want to stay?”

“You cannot yoga, vacation, or motivate your way out of a workload and workplace-design problem.”

Personal care and organizational changes both deserve attention.

Your 30-Day Commitment

"Within the next 30 days, I will change _____ to better support my team."

First Step **Completion Date** **Evidence of Progress**

* Our mission depends on the people carrying it forward.

* Choose one change and follow through.