Finding our Best Work (Not More Work)

Combatting Burnout

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2021-2022 WASFAA President

GOALS FOR SESSION

SEEK EXPERTISE
Look for advice from professionals and explore ideas from reputable thought leaders.

ENCOURAGE CONNECTION
Help create spaces to share and express feelings associated with burnout.

OFFER SPACE FOR REFLECTION
Ask: what overwhelming aspects of my life are within my control?

ASSESS VALUES & DEFINE "BEST WORK"
Ask: how do my time, energy, and other resources align with what is important to me?

BACKGROUND

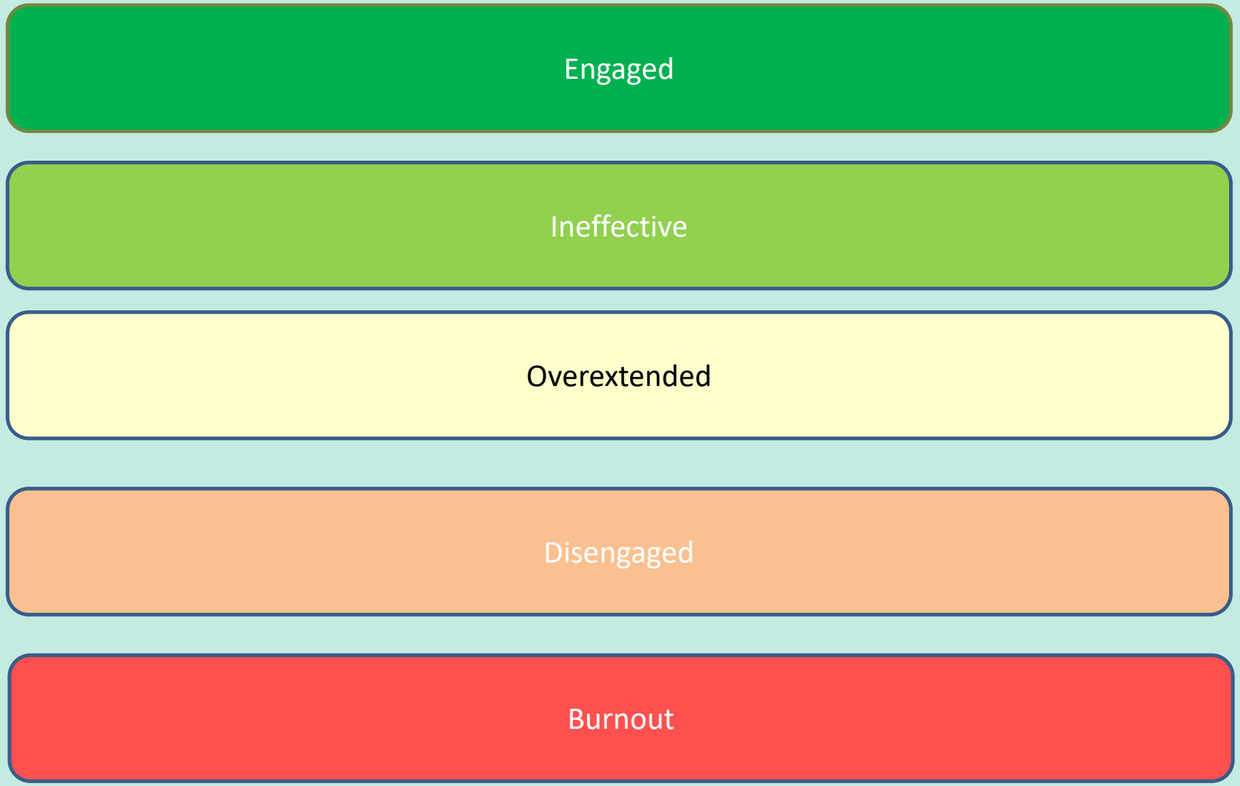
WHAT IS BURN OUT?

HERBERT FREUDENBERGER - 1974

Burnout is defined by a "loss of motivation, growing sense of emotional depletion, and cynicism" observed among volunteers working at a free clinic in New York City. Formerly idealistic mental health workers were finding themselves depleted and weary, resenting patients and the clinic.

WHAT IS BURN OUT?

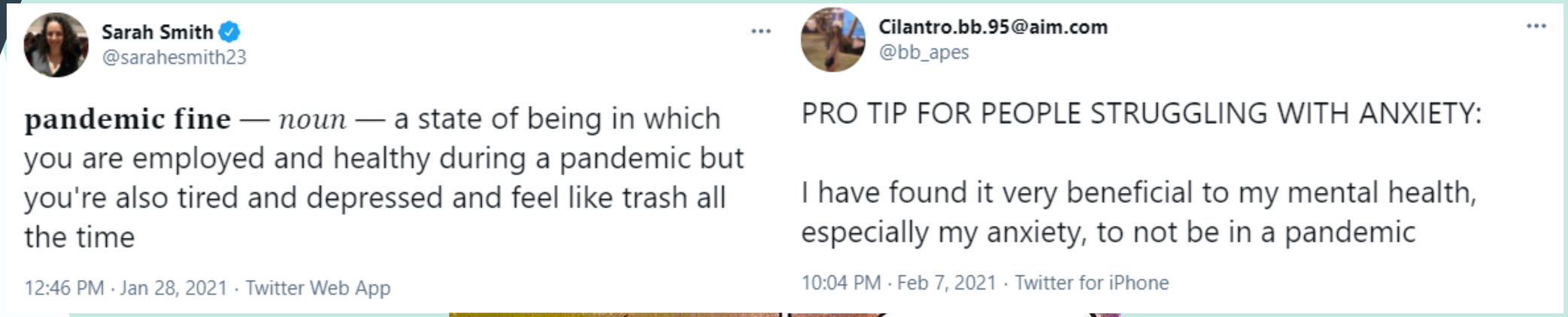
DR. KIM HIRES - LEADERSHIP COACH & BURNOUT EXPERT

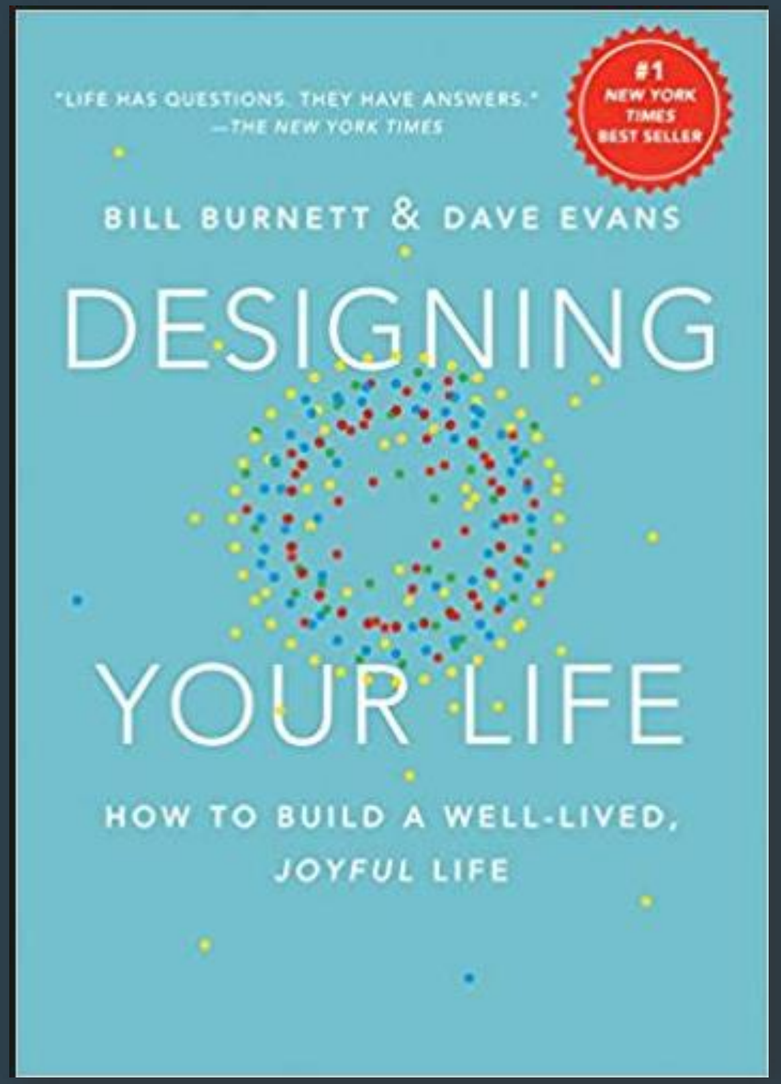


@drkimhires

www.drkimhires.com

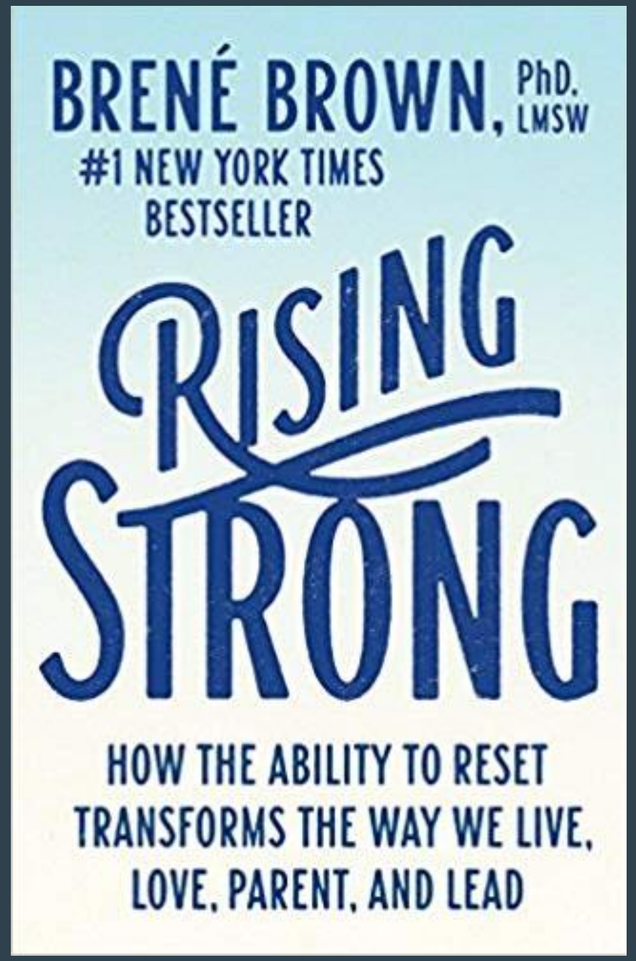
WHAT IS BURN OUT 2 YEARS INTO A GLOBAL PANDEMIC PAIRED HISTORICAL LEVELS OF POLITICAL AND SOCIAL UNREST?

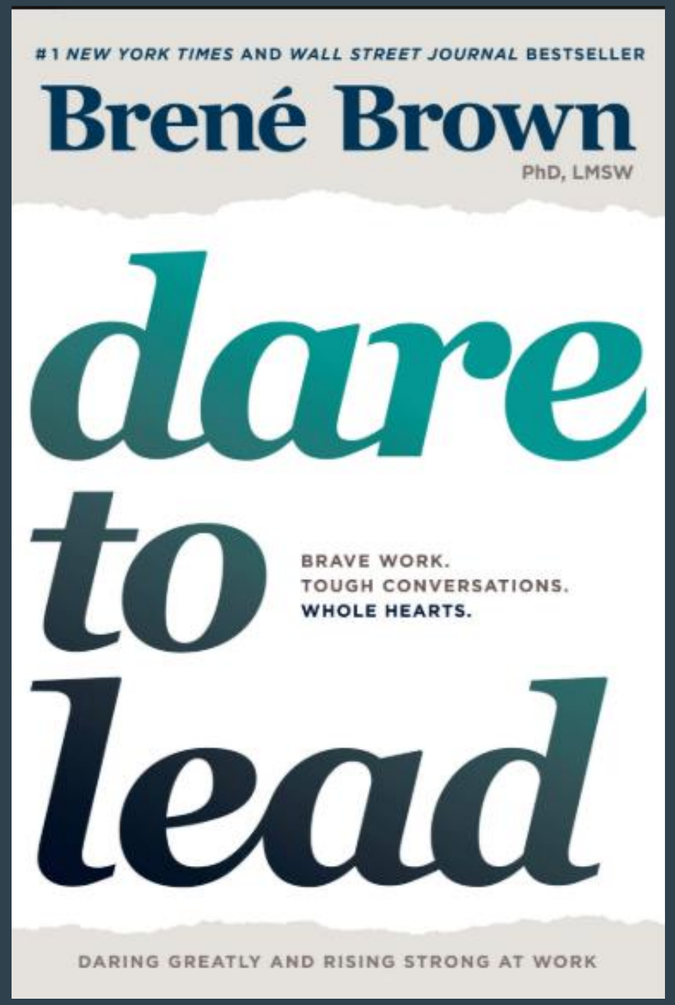



"LIFE HAS QUESTIONS. THEY HAVE ANSWERS."
—THE NEW YORK TIMES
#1
NEW YORK
TIMES
BEST SELLER
BILL BURNETT & DAVE EVANS
DESIGNING
YOUR LIFE
HOW TO BUILD A WELL-LIVED,
JOYFUL LIFE

HGRAVITY PROBLEMS

- Identify the **Right** Problem
  - People can lose years working on the wrong problem!
- Gravity Problems
  - Is it actionable?
  - Are the chances of failure worth the effort?
- Assess Your Life Balance
  - Health
  - Work
  - Play
  - Love





www.brenebrown.com

Generous Assumptions

"All I know is that my life is better when I assume that people are doing their best. It keeps me out of judgment and lets me focus on what is, and not what should or could be"

p. 113 Brene Brown, Rising Strong

James Clear
@JamesClear

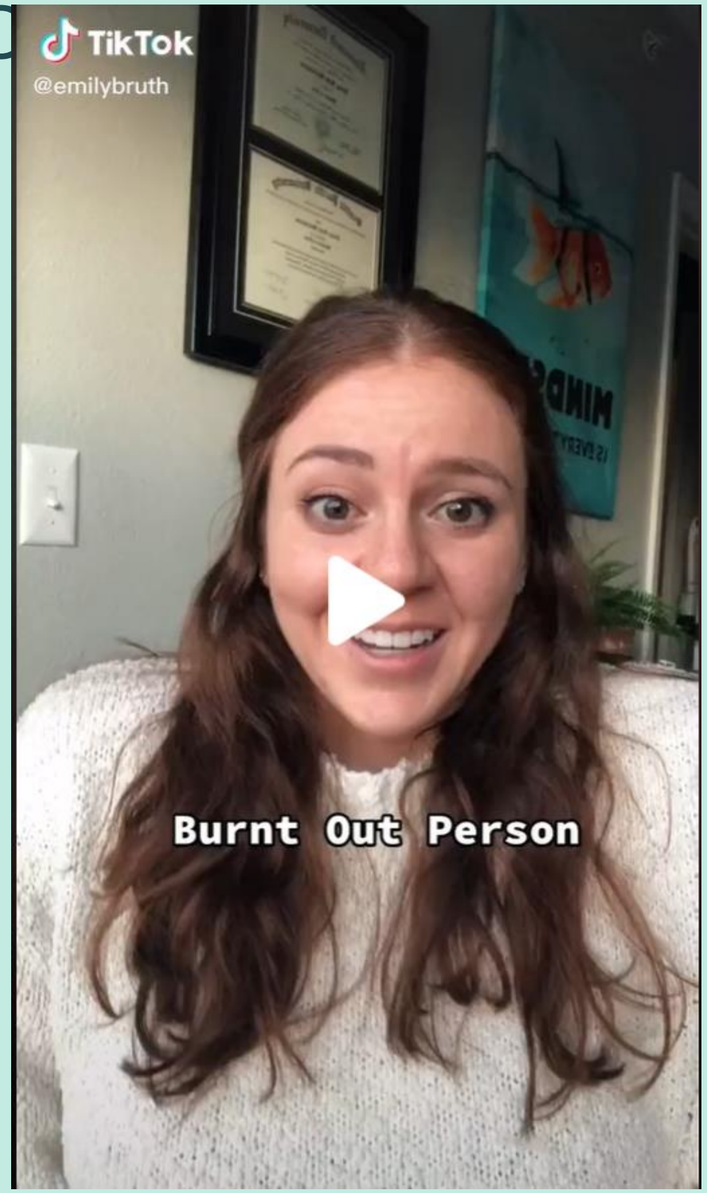
The fastest way to raise your level of performance:

Cut your number of commitments in half.

1:16 PM · Oct 6, 2019 · Twitter Web App

889 Retweets **4.2K** Likes

HOW DO WE COMBAT BURNO



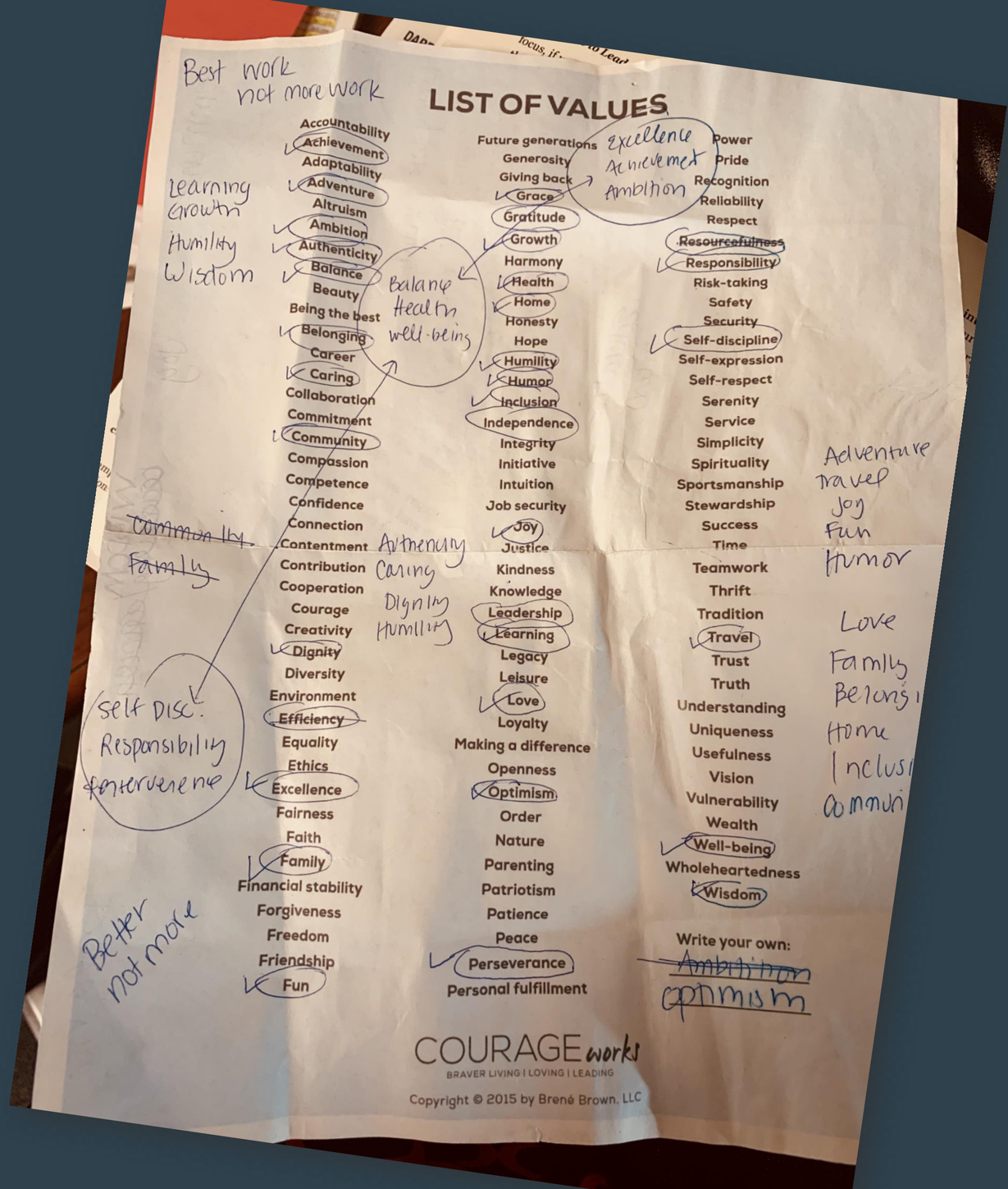
@emilybruth

Relevant Takeaways

Dare to Lead

Values Exercise

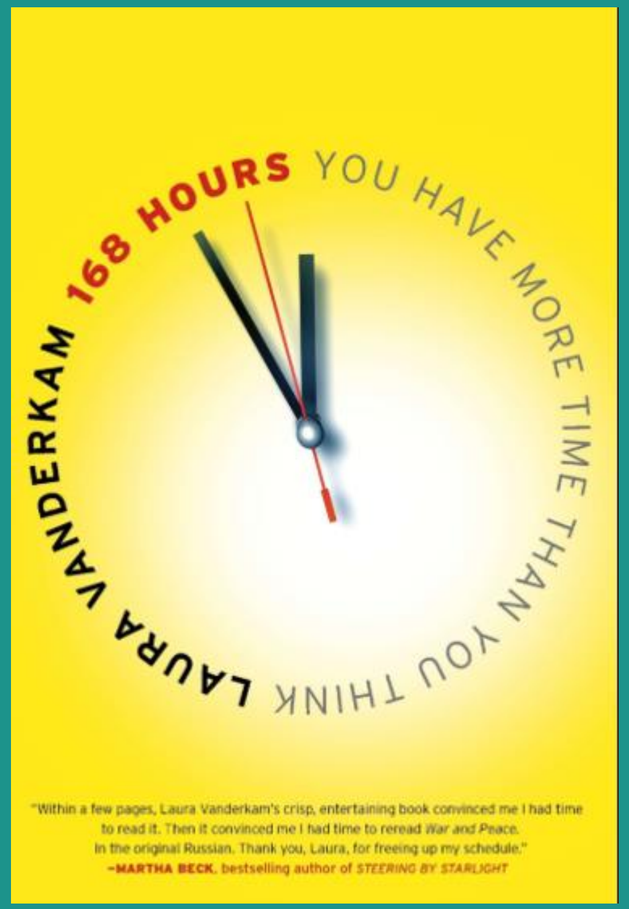
- "We can't live into values we can't name"
  - *What are your values?*
  - List at www.brenebrown.com
- Professional and Personal are the same



p. 189 Dare to Lead,

LAURA VANDERKAM - AUTHOR

- Has written several books with time management & productivity theme
- Uses research from a longitudinal time-usage study
- Also offers TED Talks, Podcasts, articles about rethinking time management to align with what matters most to you



@lvanderkam

http://

www.lauravanderkam.com

HOW DOES THIS WISDOM AND RESEARCH HELP US FIND OUR BEST WORK?

- Small, day-to-day habits
- Medium hurdles to overcome
- Big life questions and changes

Reflection Question #1:

WHAT DOES YOUR BEST WORK LOOK LIKE?

Reflection Question #2:

WHERE ARE YOU NOW?

Reflection Question #3:

WHAT DO YOU NEED TO GET TO YOUR BEST WORK?

LET'S COLLABORATE

https://padlet.com/kobrien118/wwbn3h08del9gwzs

Review and add to Padlet for shared resources!

Take photo of QR code
with phone camera