

# Information to help make sense of things

Are you finding you are experiencing any of these more regularly than usual?

- General 'brain fog'?
- Loss of motivation?
- Feeling disconnected?
  - Irritability?
- Trouble concentrating?
  - Doubting yourself?
    - Sleep issues?
    - Headaches?
    - Apathy?
- Physical fatigue?

• These are often signs of emotional exhaustion.

Are you aware of what / who are your energy drainers?

Remember moods are contagious!

A study by Mental Health America found 75% of workers had experienced burnout – 40% directly due to COVID

[\(Dr Margie Warrell, Forbes Sept 2020\)](#)



Are you experiencing any of the 5 signs of Leadership Exhaustion? *(see separate slide for more detail)*

1. Decision fatigue
2. Losing sight of the vision
3. Reduced capacity for empathy
4. Passion turning to poison
5. Avoiding responsibilities?

If yes, you need to seek help / take action now!

[Mark Brand, HR Daily Community](#)

Some causes of work burnout...

1. Workload too high
2. Lack of control / autonomy over your work
3. Lack of recognition / reward
4. No sense of community in team
5. Policies and practices administered unfairly
6. Work not creating meaning

It is tempting to fix burnout by looking at 'burnee' – but what about fixing what burned them?

[Only your boss can cure your burnout, Olga Khazan, The Atlantic, 13/3/21](#)

It is great there has been an increase in virtual mindfulness training and wellbeing programs.

But few organisations have changed expectations for productivity which us causing the stress and burnout!

'McKinsey Study, [Women in the workplace, Sept 30 2020](#)'

# 5 signs of leadership exhaustion

1

## Decision fatigue?

Are you finding you are making more decisions with a rapid turnaround amongst stress and uncertainty?

Do you feel less confident in your own decisions?

2

## Losing sight of the vision?

Are you focusing more on the short term than long term?

Do you feel you are only capable or – or have the energy to manage ...this week, the next fortnight or at best, the next month?

3

## Reduced empathy capacity?

Even though you still 'care', do you feel you have less capacity for empathy as before?

Are you checking in less often? Not going as deep in conversations?

4

## Passion turning to poison?

Are you battling your own struggle with disengagement and lack of motivation?

How is your overall wellbeing? Are you sleeping well? Eating well? Keeping active?

5

## Avoiding responsibilities?

Are you putting things off? Avoiding things? Delegating to others to avoid what is really your responsibility?

Do you not want to or feel capable of doing what you should be doing anymore?

These are your warning signs that you are approaching burnout!

It is important to take notice of these signs, and to take action. Seek help from others (a coach, colleagues, friends), take a break from work, invest in your 'well-springs'.

**Move your body, calm your mind, recharge your 'spirit', nourish connections... Actively cultivate positive emotions, control the controllables, reprioritise your schedule...** Check out our [wellbeing](#) blogs for a variety of tips that can help!



The five signs of leadership exhaustion

Posted by Mark Brand on August 3, 2021 at 15:30 [View Blog](#)

<https://community.hrdaily.com.au/profiles/blogs/the-five-signs-of-leadership-exhaustion>

Click here to read the original post that prompted this summary – blog by Mark Brand, Turning Point Partners

# Helpful actions to take

## Resilience isn't what you have – it is what you do!

[Deliberately feed your 5 wellsprings with daily rituals](#)

1. **Move your body** (outside if you can)
2. **Calm the mind** (reprioritise, set realistic expectations, control the controllables)
3. **Cultivate positive emotions** (notice your cues, frequency beats intensity)
4. **Nourish your connections** (prioritise relationships)
5. **Recharge your 'spirit'** (find the fun and meaning)

[Dr Barbara Fredrickson](#) says we need a ratio of >3 to 1 (positive emotions to negative) to flourish. Remember this is not >3 to 0.

**Give yourself permission to have darker days – but remember they will pass!**

## What does your self talk sound like?

Listen to the language you are using - is it helping you? It is not about ignoring difficult things – it is more about stopping and checking if the 'self talk' is helping you. If not – try changing the language.

*When faced with...an invisible virus or another lockdown, we can't run away and our bodies are left **struggling to complete the stress cycle**... We're being asked to adapt, to pivot, to be creative and these are exactly the kinds of functions that are lost under long-term stress and anxiety.*

[Chris Cheers, via The Age](#)

## Resilient people identify things to look forward to.

If you need to, write them in pencil at the moment! But still identify them.

## People have been resilient for a while now.

When you dig deep to be more resilient and get through a challenge, there is a great deal of exhaustion as you come through the other side.

**People need rest and recovery – not be told to be more resilient!**

[Michelle McQuaid](#)

## While you are unable to control the stressor (lockdown), you could help your body to complete the stress cycle and process the emotions.

Ways to do that include:

- The 20 second hug – the physical contact helps complete the stress cycle
- Take 5 slow deep breaths to calm the mind
- Do something creative – do something new
- Stay connected – and have a big laugh or big cry
- Move your body – outside if you can

[Chris Cheers, via The Age](#)

## Other tips to complete the stress cycle:

- Do star jumps for 20 seconds
- Tense every muscle and hold breath for 10 seconds
- Changing your body's physiological state signals it can move to safety

[Ted Talk](#)