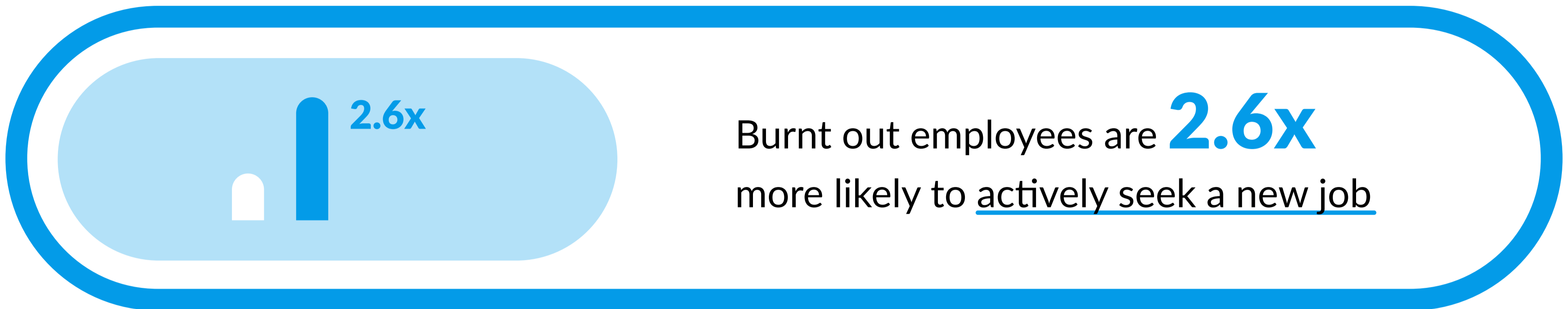


# 3 TIPS TO SAFEGUARD AGAINST EMPLOYEE BURNOUT

## A Manager's Guide For Keeping Your Team Inspired

Keeping employees motivated is a crucial component of running a successful team. But often, work pressures can take a toll on an employee's mental health and lead to employee burnout, a feeling of disconnectivity from work that can manifest in many ways (all of which weaken your team) like general negativity, lower productivity, and a higher chance of turnover.



## How Do You Safeguard Against Employee Burnout on Your Team?

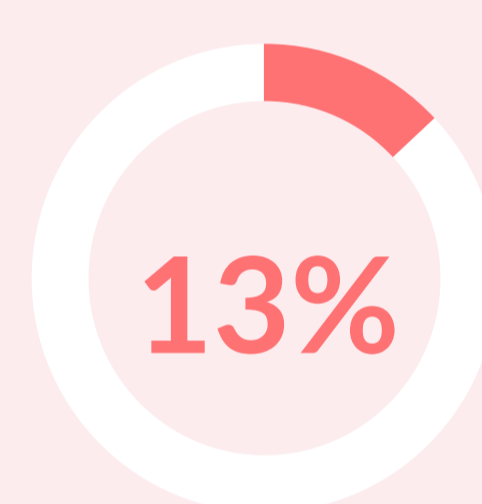
### 01

#### Ensure that your employees know about their benefits.

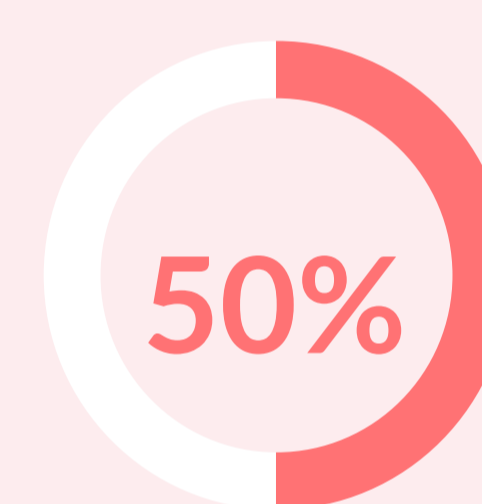
If your company offers educational benefits, make sure your direct reports are aware of them at your next meeting. Ask them what their professional goals are, and let them know that you'll advocate for them if and when they decide to take advantage of their educational benefits.



#### Employees experiencing burnout are:



13% less confident in their performance



50% less likely to discuss how to approach performance with their managers

### 02

#### Check in with your direct reports to ensure they have a proper workload.

Ensure you have frequent one-on-ones with your direct reports where you discuss workload and what their professional goals are. This time should generate positive experiences for your employee; they should leave meetings with you feeling valued, have clear expectations to meet, and feel you support them and their work.



### 03

#### Encourage your team to build social connections with each other and yourself.

Give your employees opportunities to be social, even if it's something as simple as a team lunch. Facilitating small moments that allow employees to connect will boost morale, foster feelings of inclusivity and trust between employees and management, and strengthen your team's ability to get their jobs done.

