



HR Check-in: Leaders, Are You Feeling Overwhelmed?



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5 Strategies to Overcome Overwhelm and Avoid Burnout

Burnout – a syndrome characterized by high emotional exhaustion, high depersonalization (i.e. cynicism), and a low sense of personal accomplishment.

Leadership Overwhelm Symptoms

- Emotional volatility
- Inability to concentrate or listen
- Difficulty making decisions
- Numbness or withdrawal from others
- Physical conditions – headaches, fatigue, insomnia

Top 3 Reasons for Burnout

Pre COVID-19

25.3% Unmanageable workload

5.7% Insufficient rewards

15.0% Lack of control over work

During COVID-19

26.7% No separation between “work” and “life”

20.5% Unmanageable workload

18.8% Job security concerns

Leaders can hear the same information and have completely different responses.

The difference is in their perspectives and their internal dialogue about the information.

Contributors to Overwhelm

You are the “Go To” Person

- You may be the go-to person for the team or the organization.
- You are responsible for “having the answers.”
- Who do you turn to for questions?
- The pressure for responsibility falls to you.
- Who do you turn to for support?

You have Fears too

- Fear of change.
- Fear of failing.
- Fear of upsetting others.
- Fear of impacting the employees' lives.

Challenging Team Members

- Lacking information necessary to make decisions because someone isn't keeping you informed.
- Having to work with someone who is passive-aggressive or argumentative.
- Working with someone who is problem-centered and not solution-centered.
- Lack of accountability with peers or direct reports.

Exhaustion

- You often carry the weight of your team or organization in addition to your own.
- Physical and mental fatigue is draining.
- It can make you unable to cope with the smallest challenge or decision.
- You may find it difficult to inspire others.

5 Strategies to Conquer Leadership Overwhelm

1. Build Resilience

- Managing your thoughts directly affects your mood.
- Resilient leaders are able to move faster and more strategically.
- They can handle difficult situations, events and people.
- Confidence that they will get through the situation at hand.

2. Develop Trust

- Have you built a team that can take over?
- Does your team understand your goals and vision?
- Ensure that you have the right people on your team.
- Re-establish expectations and make sure everyone has clarity.

3. Work on One Task at a Time

- Multi-tasking has negative consequences over time.
- Focusing on one task at a time – provides you the opportunity to complete it successfully.
- Dedicate time on your calendar to each task.
- Be realistic with how much can get completed in a workday.

4. Be Proactive

- A lot of time is often spent reacting to a crisis.
- Take control and try to take a view from the top.
- Think, plan ahead and have contingency plans.

5. Do Something for You

- What do you love to do?
- Do one thing just for you – every day.
- Keeping small commitments to yourself – builds your self confidence

6. Seek Support (BONUS TIP)

- Very few leaders seek out support to improve their skills, however, most want more opportunities to do so.
- Group learning is a great start.
- Individualized coaching is the best way for long-term growth.
- Support is essential to minimizing burnout.

Awareness is Critical

Q&A



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