

ESTD



2012

PROPELLER

BATTLING BURNOUT & BUILDING RESILIENCY

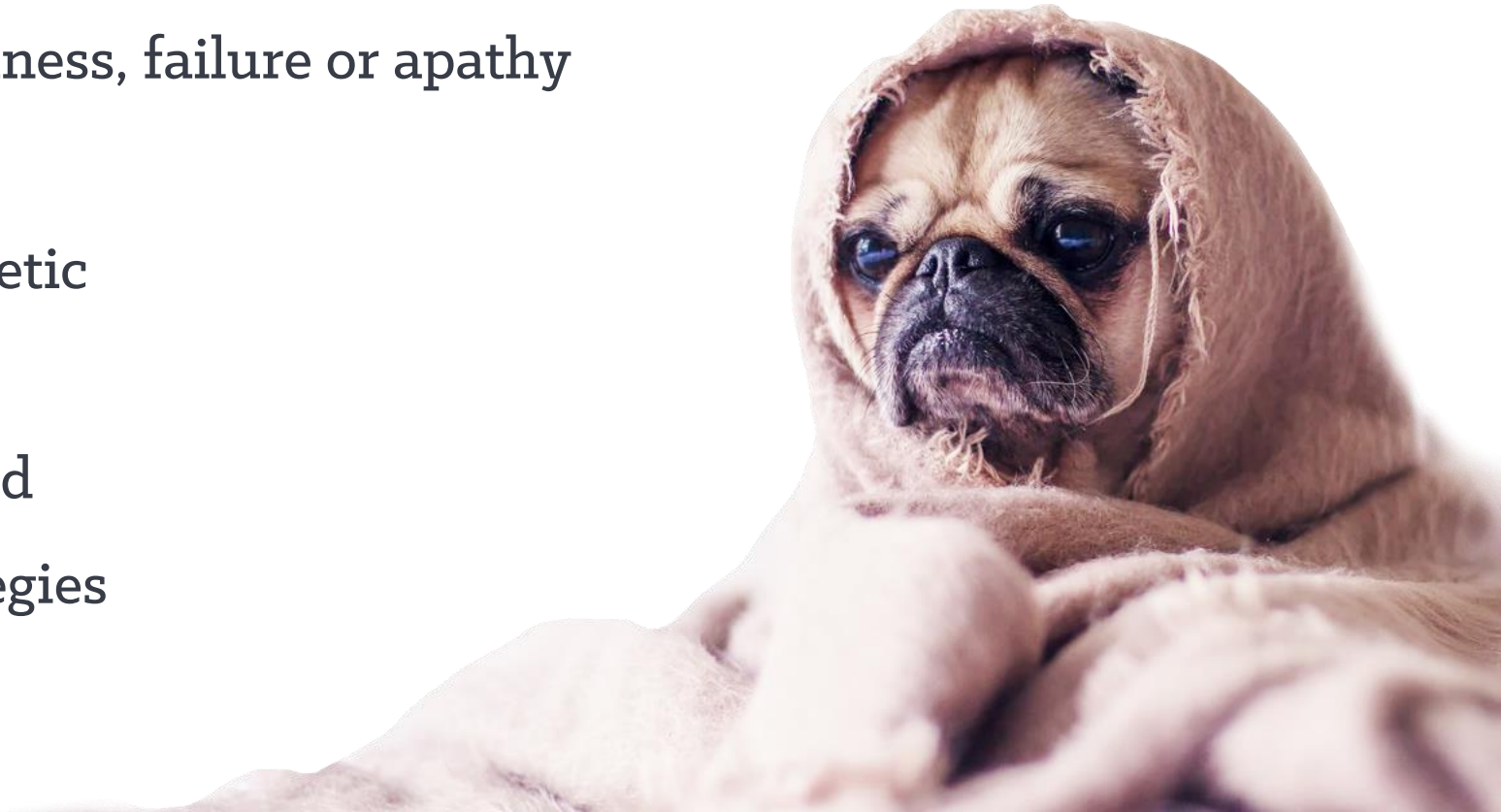
MARCH 2021

DRIVE FORWARD WITH PURPOSE

BURNOUT

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. Some symptoms of burnout include:

- Experiencing feelings of sadness, failure or apathy
- Becoming easily frustrated
- Feeling dissociated or apathetic
- Practicing poor self care
- Feeling tired or overwhelmed
- Using negative coping strategies



DRIVE FORWARD WITH PURPOSE

BATTLING BURNOUT | THE TWO MINDSETS

Developing new skills and patterns of behavior starts with believing that learning and growth are possible. In a fixed mindset, we believe that our abilities and skills are innate traits. By contrast a growth mindset leads to the belief that talents and abilities can be developed through effort and persistence. Embracing a growth mindset benefits us by:



**FOCUSING OUR
PASSION & INCREASES
PERSEVERANCE**

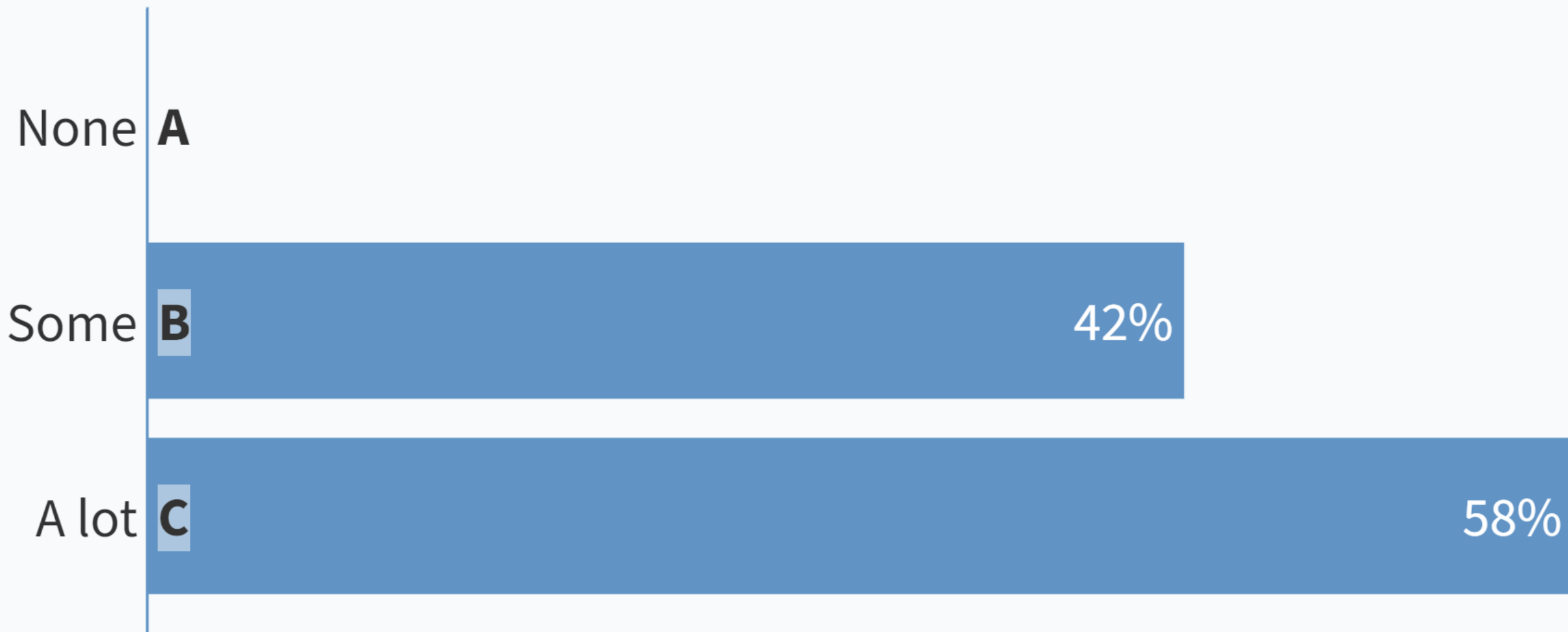


**ENCOURAGES
CONSTRUCTIVE
PROBLEM SOLVING**



**HELPS IGNITE OUR
ENERGY THROUGH
FOCUSED LEARNING**

How much burnout are you currently experiencing?



HOW TO IGNITE OUR ENERGY IN YOUR WORK

What the Research Says



BUILD HIGH-QUALITY CONNECTIONS

Get to know your clients on a personal level, build both personal and professional rapport. Celebrate life events with your co-workers and client teams, keep track of the personal milestones of others.



CREATE ENERGIZING EVENTS

Celebrate incremental wins. Mix things up and ask new people to present information. Bring SME's or other passionate individuals into the conversation. Include a fun fact or playful agenda item if appropriate. Create a separate “fun” virtual event based on a theme.



USE TOOLS THAT PROMOTE A “GIVER” CULTURE

Practice intentional reciprocity, do a favor for someone on your team. As for a favor from someone on your team. Even if it was something you needed anyway, frame it as a favor. Reciprocity elevates positive emotions and energy.




TRY MAPPING RELATIONAL ENERGY

Even informally, thinking about how tasks or outcomes affect energy is an important insight. When planning tasks or assigning next steps, asking something like “how energizing is this task” can help manage positive energy.

How will you ignite energy in your work or within your teams?

Top


4  Self Care

2  Popcorn praise - in a meeting, have each person choose a team member to thank or praise for something specific

2  interest mapping

2  Practice gratitude

1  Increase socializing time in meetings

1  Ask team members to take turns leading meeting

1  Show up and listen



Maintaining Our Energy During Times of Change



Anchor on your
successes



Focus on what you
can control



Articulate the
challenges you face




Opt-out of negative
thinking



Set achievable goals



Find humor and
infuse it in your work



***At Propeller, we pride ourselves on being ENERGY
BRINGERS, DOING GOOD WORK, and always DRIVING FORWARD.
That is what this moment demands of us.***

***We must care first for ourselves to BUILD STAMINA AND FIND
BALANCE, but also for our community to FOSTER PURPOSE AND
CONNECTION, and for our clients to DELIVER VALUE AND
MAINTAIN MOMENTUM.***

***Join us as we seek ways to ignite energy and serve as a
BEACON OF HOPE for those around us.***

TOGETHER, WE'LL MAKE IT THROUGH.



PROPELLER

Consultants, Fixers, Change Makers



rcrocker@propellerpdx.com

PORTLAND

info@propellerpdx.com
503.946.1505

SAN FRANCISCO + SILICON VALLEY

info@propellersfo.com
415.268.0356

WWW.PROPELLERCONSULTING.COM

DENVER

info@propellerden.com
303.306.8116