

# HOW TO CATCH BURNOUT BEFORE YOUR TOP PERFORMERS DISENGAGE

## WHAT'S IT ALL ABOUT?

**BURNOUT IS AN OVERLOOKED REASON FOR TURNOVER. YOUR BEST PERFORMERS ARE THE LEAST LIKELY TO COMPLAIN - THEY'LL OFTEN WORK LONG HOURS UNTIL THEY BREAK.**

**JOIN THIS SESSION TO DO A LEADERSHIP SELF-CHECK AND GET YOUR TEAM ON THE PATH TO TRUE ENGAGEMENT.**

In this session, you'll audit burnout through the lens of your personal leadership habits:

### WHAT YOU PRAISE

- 1) Explore how your habits of recognizing "extra mile" performance might be contributing to turnover
- 2) Auditing for a values rub: learning to notice what their hot buttons really mean

### WHAT THEY CAN DISCLOSE

- 3) Acknowledging frustrations they're likely keeping to themselves, and learning to uncover them before they lead to disengagement
- 4) Uncovering assumptions that keep them from setting boundaries or clarifying expectations with you

### WHAT SUCCESS MEASURE THEY USE

- 5) Taking the typical title and salary measuring stick, and moving them to areas of your influence, like autonomy, mastery, and purpose
- 6) Learning their strengths and motivators so that they can do more meaningful and enjoyable work (without you having to make up a new job for them)

## 60 MINUTE (LIVE) VIRTUAL TRAINING FOR LEADERS

### WHY IS BURNOUT SO STEALTHY?

It happens to everyone, yet your top performers despise feeling burned out. Often, it feels too risky to disclose it to you.

You can't help them unless you're proactively on the quest to make this a regular conversation.

According to Gallup, 51% of currently-employed adults say they are searching for new jobs or watching for new job opportunities. Ouch!



**Get strategies to re-energize them and diagnose your current state of burnout on the team.**



**Learn three things about your team culture that lead them to "secret" burnout.**

Imagine all of the things that can make someone disengage. Your team members are battling distractions, IMs that are interrupting them as they go through their unrelenting inbox, red tape, a 24-hour timezone with an international workforce, remote teams, competing priorities, and more.

Burnout is inevitable if you're not battling it every day and making it an ordinary conversation. Join our session to flip the script on this condition that might be wreaking havoc on your engagement and turnover.

