

Managing Organizational Stress and Beating the Great Resignation



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What Is the Great Resignation?

In 2022, more than four million Americans are quitting their jobs every month

In 2021, the U.S. Bureau of Labor Statistics reported 47 million Americans voluntarily quit their job

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What Is the Great Resignation?

The Great Resignation is an ongoing economic trend in which employees have voluntarily resigned from their jobs en masse, beginning in early 2021.



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Why Is the Great Resignation?

Relocation
Reconsideration
Reshuffling
Retirement
Reluctance



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Why Is the Great Resignation?

The Great Resignation

60%

of people plan to leave their jobs in 2022

40%

are less happy in their jobs than they were last year

1 in 3

report a negative workplace culture and environment



Source: WorkVivo



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What Is Burnout?

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress.

It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands.



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Five Signs of Burnout

Poor Sleep

Lost Motivation

Increased Mistakes and Poor Memory

Decision-Making Struggles

Irritable



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How Does Burnout Occur?



Photo by [energepic.com](https://www.energepic.com)



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Connected All Day and Night



Photo by [Torsten Dettlaff](#)



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Working Long Hours



2016 WHO research on people working more than 55 hours a week

398,000 died due to stroke
347,000 died due to heart disease

Photo by [coltonbro](#) Article: <https://www.who.int/news/item/17-05-2021-long-working-hours-increasing-deaths-from-heart-disease-and-stroke-who-ilo>



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New Rules



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Stress From All Directions



Photo by [Nathan Cowley](#)




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Sleep and Productivity

The link between effective leadership and a good night's sleep is clear.

Mental capacities affected by sleep	Types of leadership behavior associated with high-quality leadership ¹
<ul style="list-style-type: none"> - Attention - Concentration 	Results orientation
<ul style="list-style-type: none"> - Creativity - Development of insight - Pattern recognition 	Solving problems
<ul style="list-style-type: none"> - Learning and memory - Decision making 	Seeking different perspectives
<ul style="list-style-type: none"> - Emotional reactions - Socioemotional processing - Developing trusted relationships 	Supporting others



Source: McKinsey & Company



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Quick Fixes

Get restful sleep

Eat healthier

Prioritize your self care **FIRST**

Do two to three things every week you love to do



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Quick Fixes

Reconnect With Your Life Goals

Get Active

Establish Boundaries



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What Are Boundaries?

Mental
Emotional
Physical
Material
Financial



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No Boundaries? These Will Fall



Photo by Pixabay



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Year of Worst Case Scenarios



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Bucket List

What are the favorite things, experiences, or activities in your life that bring you joy and happiness?



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Bucket List


Take a few minutes and list out your favorite things, experiences, and activities on the left side of a sheet of paper



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Bucket List

On the right side of the paper, write down the last date you experienced or performed those favorite things




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Bucket List

OUCH



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Key Takeaways

Have Boundaries Conversations With Your Employer, Team, and Family About Workloads and Responsibilities

Set an Alarm to Signal the End of Your Workday

Track Your Interruptions

Cell Phone Notifications



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More Info?

Visit BreakfastLeadership.com for resources, online courses, Burnout Proof book

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