COLLECTIVE BURNOUT PREVENTION
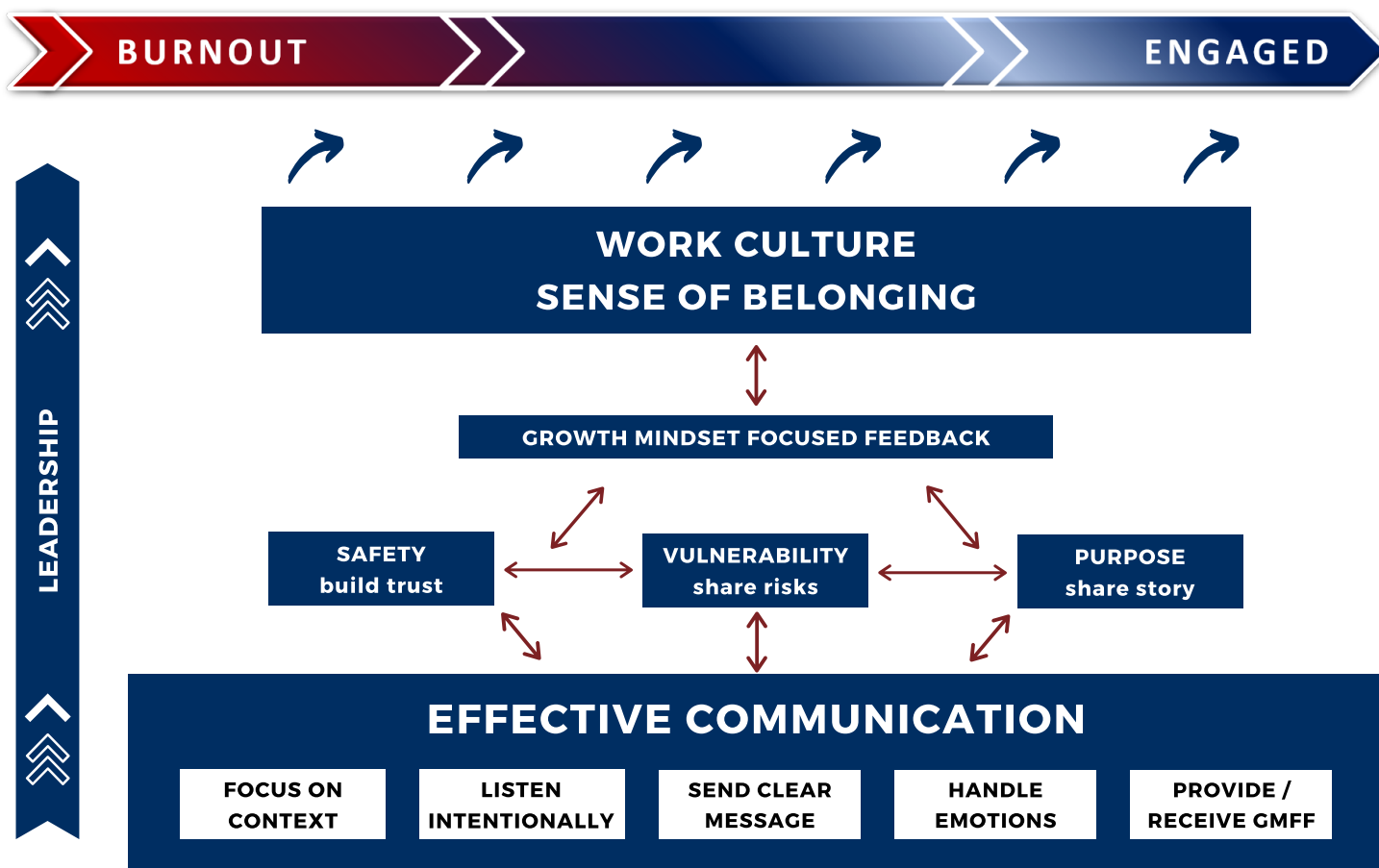
Delivered by: AEE Mental Performance

In the last part of this module, we will discuss work culture. This will tie together the concepts we discussed earlier in this module as well as touch on a few other aspects that contribute to creating and maintaining an environment that facilitates a sense of belonging, optimizes performance, and keeps burnout away. After covering growth mindset focused feedback and effective communication, what we are emphasizing is the idea of **ENGAGEMENT**. With a focus on engagement, the organization addresses the components of safety, vulnerability, and purpose and effectively contributes to creating a sense of belonging. This sense of belonging increases resilience thus enhancing performance on an organizational level more consistently and the flexibility to respond when it matters. Let's dig into how that all comes together . . .

BURNOUT → ENGAGED

LEADERSHIP

**WORK CULTURE
SENSE OF BELONGING**

GROWTH MINDSET FOCUSED FEEDBACK

**SAFETY
build trust**

**VULNERABILITY
share risks**

**PURPOSE
share story**

EFFECTIVE COMMUNICATION

| FOCUS ON CONTEXT | LISTEN INTENTIONALLY | SEND CLEAR MESSAGE | HANDLE EMOTIONS | PROVIDE / RECEIVE GMFF |

QUESTIONS TO CONSIDER

What is work culture?

Why is creating and maintaining a productive/effective work culture so important?

How can we improve work culture that promotes a sense of belonging through technology?

What are some areas where you can improve to contribute to moving the organization towards engagement?

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