

COLLECTIVE BURNOUT PREVENTION

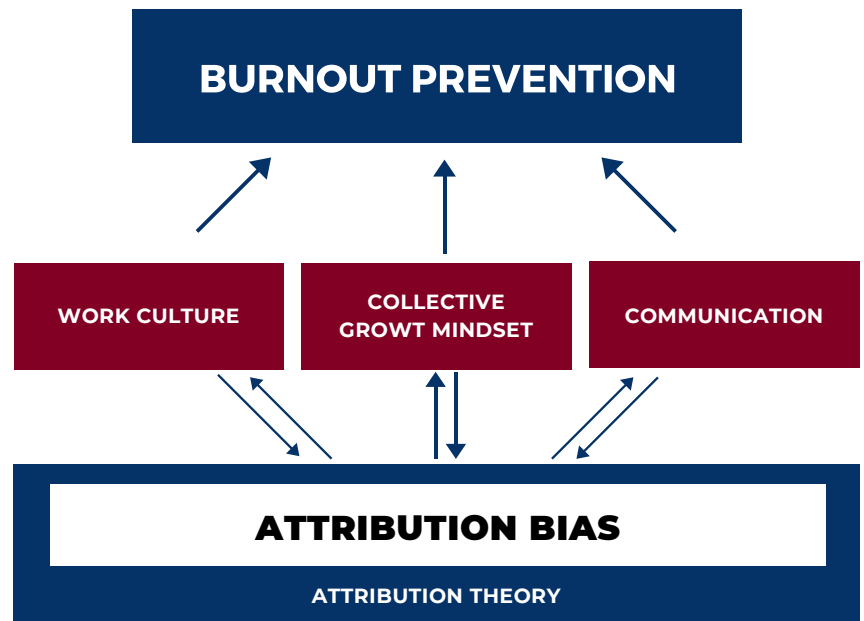
Delivered by: DU High-Risk Occupations Task Force

AREAS OF FOCUS:

DEVELOPING WORK CULTURE

COMMUNICATION

COLLECTIVE GROWTH MINDSET



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Burnout is a real thing and frequently happens amongst those working on challenging issues, in difficult contexts, and in high stress environments. It is not something that only affects the person who suffers it, but also the organization or the collective as a whole.

In this segment on burnout prevention, we will discuss what collective burnout prevention is and dive into how it differs from individual burnout prevention as this is more about the perception of burnout symptoms in others. We will also offer concepts that allow the individuals within the organization to aid in creating a collective environment that is less susceptible to the onset of burnout in a high stress setting.

Collective burnout prevention topics include: Developing Work Culture (psychological safety, recognition of symptoms, encouragement of social support), Communication (how are individual's delivering the message in regards to the task at hand / workload and how is the message being received), and Collective Growth Mindset (feedback focused).