

RECOVERING FROM BURNOUT

Recovering from burnout is a personal journey, but here are seven steps that can help:

- Acknowledge the problem
- Create distance from stressors
- Prioritize self-care
- Seek professional help
- Establish boundaries
- Engage in enjoyable activities
- Practice self-compassion

STRATEGIES FOR THRIVING POST-BURNOUT

It's possible to not only survive burnout, but thrive after burnout. But it requires a deep commitment from both you, and your company. Here's how you can start to thrive:

- Reassess workload and expectations
- Cultivate work-life harmony
- Foster supportive relationships
- Invest in personal growth
- Set and commit to boundaries

ORGANIZATIONAL SUPPORT FOR MANAGERS

Organizations play a crucial role in preventing and addressing burnout. Here's how you can start:

- Implement training programs for stress management and burnout
- Offer resources for mental health support
- Promote a culture of open communication

However, it's not just about offering resources. Organizations must also examine workload, flexibility, and support structures.

LEVERAGING TECHNOLOGY TO COMBAT BURNOUT

Consider leveraging AI-powered tools like those offered by Textio. These tools can significantly streamline recruiting communications, interview feedback, and performance reviews, helping managers do less while performing better.

Textio's suite of integrated recruiting and feedback tools helps attract top talent and develop employees' skills with actionable feedback. By working directly in textio.com or extending Textio into existing ATS or performance management tools, organizations can implement powerful solutions that are both simple and scalable. Find out more at <https://textio.com/>.

**A COLLABORATION
WITH:**



Tips for Recovering From and Thriving After Burnout



Hi. I'm Tracie Sponenberg. I founded the not-very-creatively named Tracie Sponenberg LLC, a boutique consulting firm focused on Distribution, Manufacturing and related industries after a nearly 30-year corporate career. I help organizations unlock the full potential of their people by recognizing the unique challenges of businesses, managers and frontline employees - demanding schedules, physical labor, and the need for effective communication and collaboration. I provide tailored strategies and programs to attract, retain, and empower frontline talent, fostering a culture of engagement, productivity, and job satisfaction. I was thrilled to partner with Textio for a recent webinar on Thriving after Burnout. I hope you find this resource helpful.