

From: Steve Thompson Coaching steve@stevethompsoncoaching.com
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To: Steve Thompson steve.thompson110@comcast.net

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The "Different Perspectives" Newsletter

It can be fun to step back and look at the world from a different angle. Here, we step back and look at commonly used words in business and life, ask a provocative question, and see what others are doing differently by applying a different lens on life. I hope you enjoy "Different Perspectives" and that you begin to step back when needed and observing what else is possible.

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December 2, 2024

Word Choices

Burnout - noun: /'bɜːn, out/ Def - "fatigue, frustration, or apathy resulting from prolonged stress, overwork, or intense activity."

Sadly, this word is being brought up more frequently in the workplace these days. I have heard that burnout in some healthcare professions is leading to those professionals to give up their profession within 5-9 years after starting.

As a leader of an organization, if you are hearing staff mention feeling "burned out", you have a unique opportunity to lean in and ask questions (see below). Don't

grumble and complain that this young workforce is lazy and doesn't want to work. Burn-out is a serious issue than can affect your team.

If you are feeling "burned out" yourself, be curious with yourself and ask some deep and personal questions (see below).

Burnout can be confused with overwhelm, fatigue, stressed, or even someone feeling like they are failing at what they are doing. When someone says they are "burned out", be curious and ask specific questions about what they do at work. Are they doing more of what they hate or find tedious and unrewarding? Or is the stress happening outside of work but work is being blamed for the stress? At the Table Group, they consider burnout as being related to a someone doing more of what they are competent at versus doing what they are really good at and is actually their "Working Genius".

Be curious my friends. Don't accept the word at face value. Get to the bottom of the issue.

Question of the Week

When faced with a feeling of burnout, either with yourself or with an employee, acknowledge the emotion as real and then consider asking:

- "What do you love to do and wish you could do more of in your job?" "If you could re-design your current role to be more fulfilling, what would it look like?"
- "What are areas of your job that you feel that you have no control over?"

Thinking Outside the Box

When facing burnout in your workplace, simply quitting or leaving your job is an

easy solution. I always tell my clients that when you point your finger at someone or something, there are three pointing back at you.

Think outside the box about what you can do for yourself or an employee. It may be time to get clear on a few things.

- Explore your values and see if there is a mismatch on your values and the job requirements.
- Take an assessment, such as the DISC profile, Working Genius Assessment, or the StrengthsFinder to recognize where and how you show up best.
- Sit down and have an honest discussion with a trusted friend, colleague, or even your supervisor/employee to figure out a solution.

Burnout is not solved by money, time off, or perks/benefits. Burnout comes from a deeper place inside of us - what is meaningful to us and what is not being honored or supported. I have seen many business owners hear the word "burnout" from their staff and immediately throw bonuses or a day off at them hoping that can help. That is a short term fix that will NOT solve the problem.

For employees, I see the same common solution come from the employee - "I want more pay". Sorry folks, that doesn't work. Money is typically the third or lower factor in motivation in our lives. Dig deeper to find out why you feel burned out.

Instead, what if you helped the employee find their true gift or passion and then work with them to see how it fits with your company? If you could accomplish that, that is a double bonus for you - the result is a motivated, productive, happy, and engaged employee.

For the employee, what if you were to approach your manager and say, "I am feeling burned out and I need your help to figure out what to do differently." The response will be telling. If the boss responds by leaning in and helping, you are in a great workplace. If they don't respond or ignore you, you have a big clue that you

are in the wrong workplace.

For the Road...

If you are finding yourself stuck on how to step up as a leader and/or a business owner when someone says they are burned out, hiring an executive coach can be helpful. A coach can help you to see different perspectives and help you to generate solutions that will work for you.

If you are an employee in a company and you find yourself in the scenario where you present your feelings of being burned out to your boss and you get nothing in return, consider hiring a coach. Coaches can help you discover what is inside of you that makes you tick and can help you find your next greatest thing. Maybe it is in your present company, maybe somewhere else out there.

If you are interested in exploring what coaching is, click [here](#).



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