

# Beyond Burnout In Action: Applying the four '-ises' worksheet

Tackling burnout within your organisation or team can feel overwhelming – but it doesn't need to be. Just four key strategies (the four '-ises', as I call them!) can help you reduce and prevent burnout. This worksheet is designed to help you put those strategies into play in your workplace – but it will work best if you've already read my book 'Beyond Burnout' (yes, a shameless plug!). Use the following prompts to brainstorm how you can Recognise, Destigmatise, Socialise, and Organise to kick burnout to the curb.

## Recognise

What are some ways we can get better at recognising burnout in ourselves and our colleagues? What are ways teams can better recognise burnout? (Leadership lens) What could we do to support someone when we think they might be on the road to burnout?

## Destigmatise

What are some ways we can get better at destigmatising burnout at our organisation? How can we lower shame and make it safe to speak up if people are struggling?

## Socialise

What are some ways (be specific) we can consciously build respectful and trusting relationships? How can we support each other and our teams better from a social connection lens? What are some easy or simple work practices we could do which might fight isolation and build connection?

## Organise

Where could we remove "pebbles" from people's shoes? What are some ways we can involve people in the 'what', 'how' and 'why' of their work? Where could I/we get better at prioritisation? How could we encourage working from our strengths more? How might we improve clarity of communication?