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## Ignite the Burned Out: How Leadership Inspires the Disengaged!



Presenter:

**Jessica Rector**

Speaker and Best-Selling Author



Moderator

**Joel G. Carson**

Executive Director

Geoprofessional Business Association



## Ignite the Burned Out

How Leadership Inspires the Disengaged

By:  JESSICA RECTOR

JessicaRector.com

## Contributing Factors

1. Working too many hours	6. Lack of appreciation
2. Too much workload	7. Routines/boredom
3. Negative workplace culture	8. Bad habits
4. Not enough sleep	9. Poor leadership
5. Perfectionism	10. Unclear job expectations



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## New COVID-19 Contributing Factors

1. Change	8. Kids at home
2. Disruption	9. Connection
3. Uncertainty	10. Health crisis
4. Fear	11. No daily routine
5. Engagement	12. Feeling helpless
6. Job Loss/Letting people go	13. Boredom
7. Team Dynamic	14. Zoomitis



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## Cost of Burnout

1. Identification and Prevention
2. Benefits of Success  
3 months, 6 months, a year, 3 years
3. Cost of Doing Nothing  
3 months, 6 months, a year, 3 years



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### How to Extinguish Burnout for Self and Team

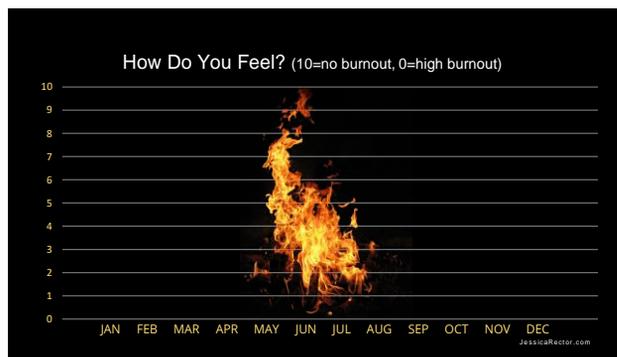
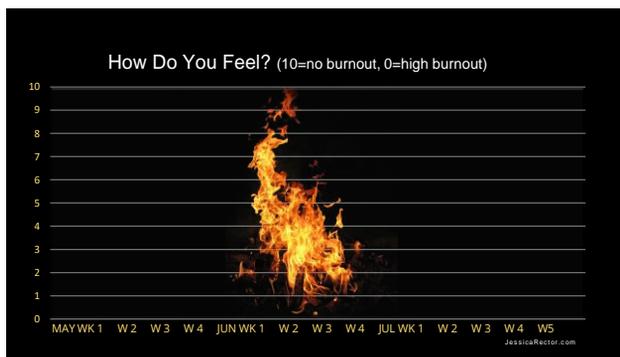


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## Burnout by the Numbers

- ✓ We'll use \$ \_\_\_\_\_ for salary
- ✓ \_\_\_\_\_ people in organization
- ✓ % turnover rate— \_\_\_\_\_ people leave per year
- ✓ leave from burnout ( \_\_\_\_\_ of turnover)
- ✓ \$ \_\_\_\_\_ is a 1/3 of \_\_\_\_\_ (avg cost of t/o=1/3 \_\_\_\_\_)





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and strategies?

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[Jessica@jessicarector.com](mailto:Jessica@jessicarector.com)

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*JR* JESSICA RECTOR

- [JessicaRector.com/power](https://JessicaRector.com/power)
- [JessicaRector.com](https://JessicaRector.com)
- [Jessica@jessicarector.com](mailto:Jessica@jessicarector.com)
- [JessicaRector](https://www.linkedin.com/company/JessicaRector)
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