

Supporting Employee Wellness and Preventing Burnout

The photos and text in this document were co-created by participants in a facilitated Peer Action Conversation during the 2020 Minnesota Council of Nonprofits Annual Conference.

Reasons Why

- * Low wages / open positions
- * Take care of ourselves
- * Keep Staff
- * Multiple Challenges with clients

Healthy employees = lower costs

Challenges

- admin doesn't get it!
- feel guilty taking care of ourselves
- Pressure to do more

Opportunity

Invest in staff | explain to others
let go of responsibility
lead by example! take a break!
Establish a framework
celebrate - say thank you
maternity leave

Disconnect - multiple locations

Vision Culture Stmt
Multi facet culture → OK for each location

How to Communicate
- email? - intranet?

Communications Committee → ea program represented

Internal Newsletter

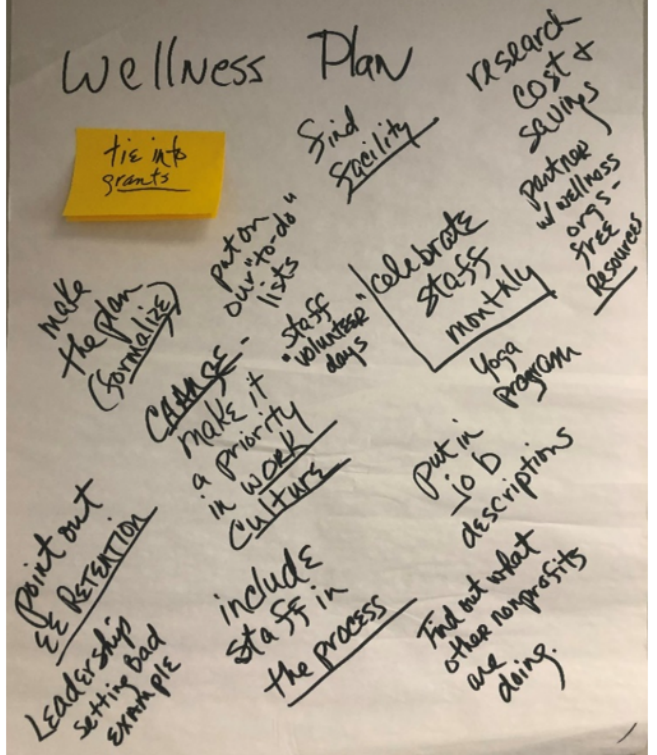
Strategic Plan → 10 values employees part of it.

Discuss @ mgmt mtgs.
Moving/working from all locations

Quality Employers low wages

- "Heart" work
- job description - flexibility
- training opportunities
- other perks besides wages - benefits, retirement, etc
- team emphasis
- schedule - part-time
- promotion opportunities
- be willing to invest in entry-level skillsets
- internships (local colleges, etc) - go outside the box in skills
- demographics (retirees, stay-at-home parents) - current culture

Wellness Plan

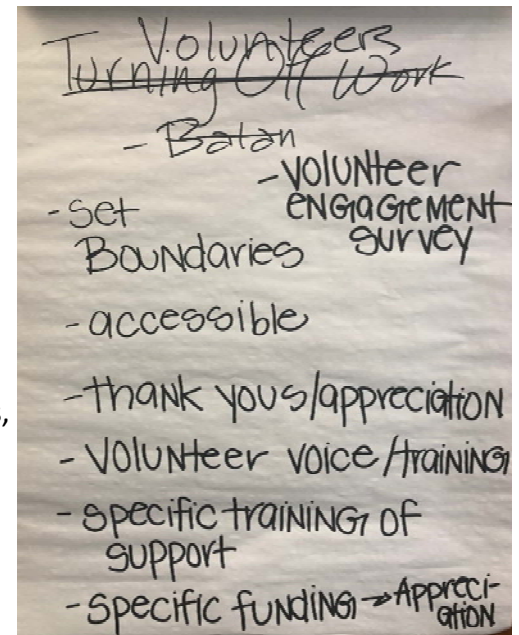
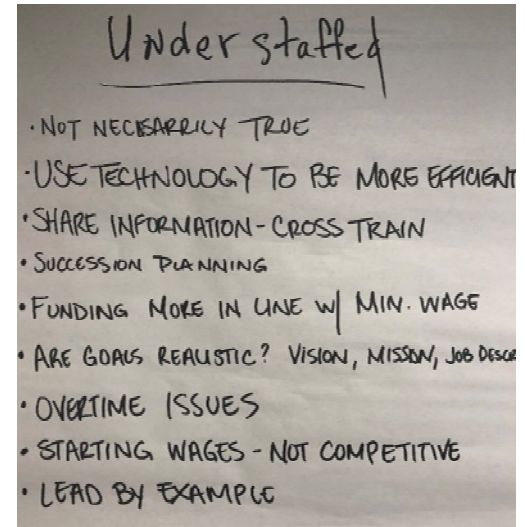
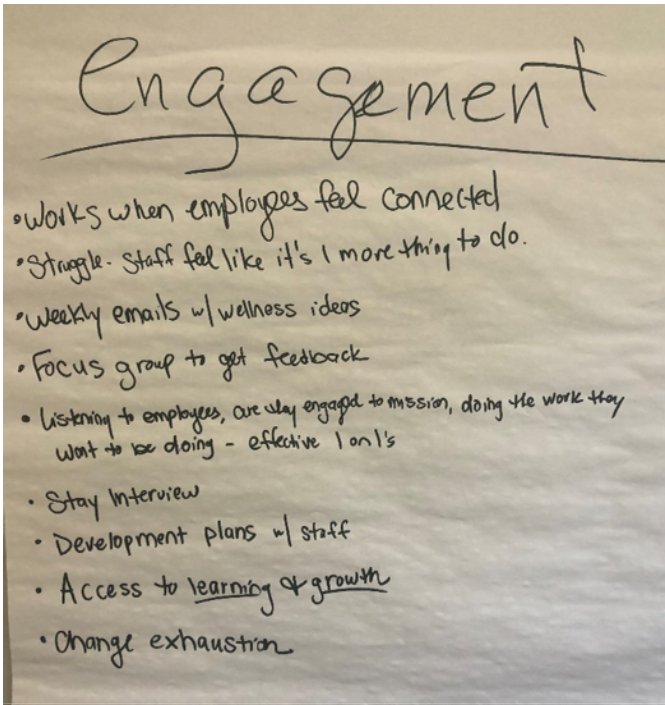


balance work / life

- ENJOYING NATURE
WALK OUTSIDE
 - SCHEDULING A BREAK
- OUT OF THE OFFICE
 - TURN-OFF EMAIL AND NOTIFICATIONS
 - GOING HOME ON-TIME
MIND SET
 - INTENTIONALLY SAY OR THINK
- IT CAN WAIT UNTIL TOMORROW
 - NO WORK AT HOME
 - WORK CLOTHES VS. PLAY CLOTHES
- LEAD BY EXAMPLE
- HIGHLIGHTS OF THE DAY REFLECTION
- HOBBY -
READING, GARDENING, MUSIC - MEDITATION, PODCASTS

Ending burnout

- encourage ideas
 - encourage PRO use.
 - Resiliency
 - Burn Out Education
 - Modeling work Life Balance
 - well at work
 - Supervision (supportive)
 - Supportive culture
 - leading others to lead
 - Policy change
 - Redefine Nonprofits
 - Partnerships w/ nonprofits
- at home with friends always live it



Insights

- Our team must be well at work
- Employees need to be engaged with their job in order to be engaged in wellness.
- Employee engagement is more than company barbeques and parties. It's right job/happy in your job, learning opportunities, treating people the way they want to be treated.
- Self-care is important!
- Educate others about what burnout is and how you can't help others unless you are well.
- Wellness in the workplace is essential and needs to be a priority of every organization.
- Getting board of directors to tap into their network to fund the organizational wellness plan.
- Have and enjoy a life outside of work.
- Leave work at work.
- Implement these ideas to organization at our next staff meeting!
- Develop a life habit outside of work.
- Do a wellness plan.
- We can't help our staff address burnout without first addressing burnout within ourselves.
- We aren't the only organization that can't get workers.
- Stay interviews.
- I'm not the only one that experiences burnout.
- We needs to help all of our employees feel like they are part of our team.
- Treat people like people, not a means to an end.
- We need self care!

Actions

- Model better work/life balance for staff. Lead by example.
- Take PTO.
- Structure a wellness plan.
- Bring idea of stay interview.
- Share what I've learned with my manager.
- Create a wellness plan/calendar to share with staff.
- Be intentional about work/life balance. Take PTO.
- Stay interviews as a satisfaction measure.
- Explore technology efficiencies to decrease time/work load.
- Vicarious trauma training.
- Share the information I have learned with my place of work at the next staff meeting to get the ball rolling.
- Stay interviews would be great! Especially with a volunteer...
- Invest in talent.
- Plan to commit: Asking volunteers for input in retention.
- Order the book "Trauma Stewardship" for each staff member.
- Writing self-care into job description.
- Show gratitude more to volunteers and employees and other staff.
- Focus on team. Support staff that I see getting burnt out!
- (1) Volunteers -- Appreciation; (2) Look for training opportunities that would be appropriate for volunteers; (3) engagement survey/stay interviews
- Create a self-care calendar to provide to all employees
- Engage in conversations about self-care and encourage it with all I meet (who want to discuss it)
- Have people make literal plans vs. broad asking
- Cross-train for PTO
- Lead by example
- Develop and implement an action plan surrounding wellness at work. For example, trauma or grief may impact employees, so allocating time for them is critical to prevent burnout.
- Create a culture committee that will facilitate community and wellness through events, vision statement, internal newsletter, etc.
- Wellness – we will create our plan!
- Invest in work/life balance ideas now!
- Come up with a plan for training on how to deal with difficult situations or things volunteers learn about the individuals they serve.
- Self-care (use PTO).
- Self-care calendar each month. Stay interview.
- Wellness plan. Stay interviews. Cross-training.
- Encourage/formalize cross-training so people feel like they can take time off and work will still get done.
- Conduct stay interviews for all staff.
- Schedule break out of office. Go for walk. Go for lunch.
- Develop a wellness calendar and help lead these activities. Say "thank you" and "your work/you are appreciated."
- Lead others to lead.
- Change job descriptions to say talent development and self-care are part of the job duties.