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 employers = 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

Disconnected - multiple location

Vision Culture Stmt
Mutl facet culture OK for each location

How to Communicate
- Email?
- Intranet?

Communications Committee represented
Internal newsletter
Strategic plan 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 skills
- Internships (local college, etc.) - go outside the box in skills
- Demographics (retired, stay-at-home parents) - current culture

Balance Work/Life

* Enjoying Nature
  - Walk outside
  - Scheduling a break out of the office
* Turn-off email and notifications
* Life - Separate
  - Hobby
  - Reading, writing, art, crafting
  - Music - meditative
* Going home on-time
* Intentional say or think - I can wait until tomorrow
* No work at home
* Work clothes vs. play clothes

Wellness Plan

- Make it a priority in budget
- Put in job descriptions
- Include in the process
- Leadership - example

Ending Burnout

- 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
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.