

LEAD WELL

KNOWLEDGE

BURNOUT RATIO

SUMMARY

Burnout is a common occurrence for leaders. As you work with your team and on yourself, there is a formula that can help you address the root causes of what may drive feelings of burnout.

$$\frac{\text{Responsibility}}{\text{Resources}} = 1$$

Ideally, you want your responsibility to be fully met by your resources. Yet unfortunately, a more common scenario occurs when leaders feel like they have way more responsibility than resources to support their role. This inevitably leads to fatigue and burn out.

REFLECTION

As you watch the video, think about how the components of the burnout ratio formula may be affecting you or your team. Are there specific things you could do to prevent or help mitigate burnout that may be occurring? How can you create space in your already packed schedule to think about these issues?

ACTIONABLE ITEMS

- Consider "role clarity" in your work and relationships. Where are some areas where you can clarify roles to distinguish what is your responsibility and what is not?
- Make a list of the resources available to you to meet your responsibilities. Are you fully utilizing all the resources you have? Are there people you can brainstorm with to find additional resources not on your list?