

WORKPLACE

WELL-BEING

I need you to
reschedule my
template

THE PICTURE AS IT STANDS

Where's the
paperwork
for....

Have you seen
the keys for the
shredding bin?

#\$@*!

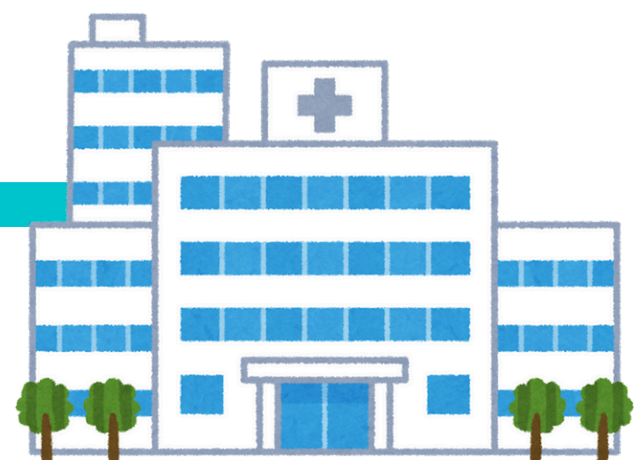
Did that referral
arrive for...

I just got here....

Kia tau ngā manaakitanga a te mea ngaro
ki runga ki tēnā, ki tēnā o tātou
Kia mahea te hua mākihikihi
kia toi te kupu, toi te mana, toi te aroha, toi te Reo Māori
kia tūturu, ka whakamaua kia tīna! Tīna!
Hui e, Tāiki e!



Let the strength and life force of our ancestors
Be with each and every one of us
Freeing our path from obstruction
So that our words, spiritual power, love, and language are upheld;
Permanently fixed, established and understood!
Forward together!



WHAT IS EVEN IN ONES CONTROL?

Other people Scheduling Time

Our actions

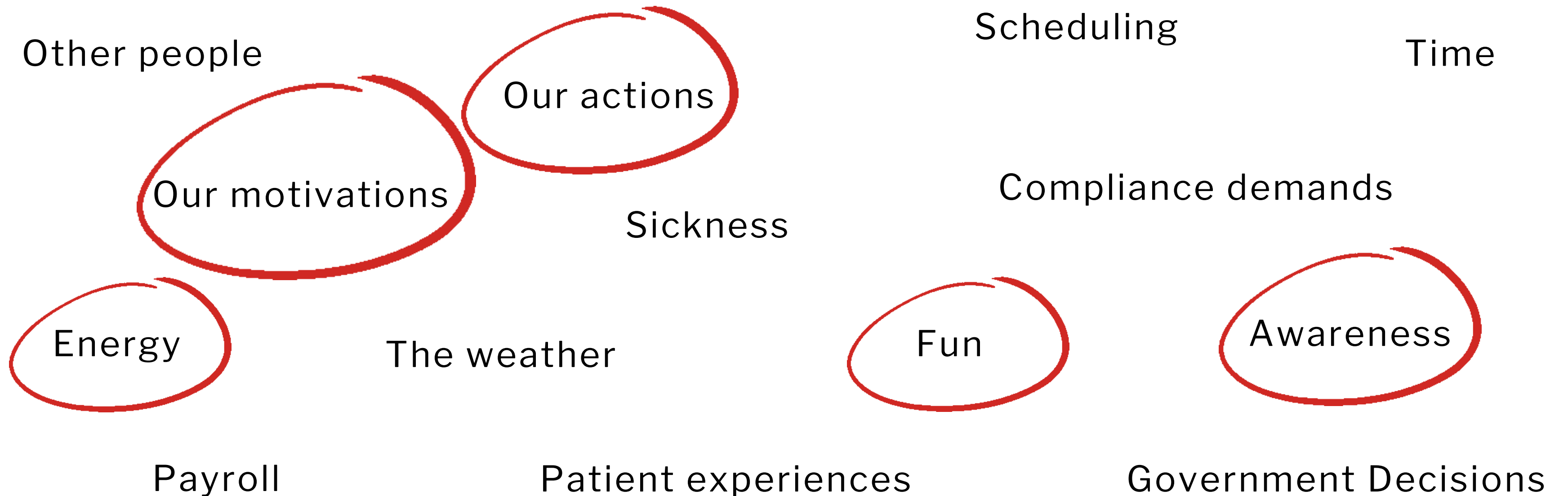
Our motivations Compliance demands

Sickness

Energy The weather Fun Attention

Payroll Patient experiences Government Decisions

WHAT IS EVEN IN ONES CONTROL?



THE PREVALENCE OF BURN OUT

"At the end of December 2020 AUT conducted research where 1024 employees were surveyed on their burn out status. The study found 18% – an increase of seven per cent from the previous year – of the cohort could be classified as burnt-out." (Haar, 2021)

"According to a survey of 900 workers by company Frog Recruitment in March 2022, it reported to 68% feeling more burnt out than this time last year, and 62% were either looking to change jobs this year, or weren't sure if they'd stay in their current role." (Barlow, 2022)

"Employee burnout is a global concern. In a survey of over 1000 respondents by Deloitte in May of 2022, 77% said they have experienced burnout at their current job. 91% said that unmanageable stress or frustration impacts the quality of their work, and 83% say burnout can negatively impact personal relationships. Even those passionate about their jobs are still stressed at work with 64% saying they are frequently stressed at work." (Deloittes, 2022)

INFLUENCES OF **STRESS & BURN-OUT**

A LACK OF CONNECTION

Feeling that you are alone in service of others

A LACK OF PURPOSE

Feeling that you don't have motivation or meaning

A LACK OF COMMUNICATION

Feeling that you don't have a voice - not feeling heard

FULL OF CONNECTION

WHANAUNGATANGA



Whakawhanaungatanga

Building Connection

Ko whai au

Ko _____ te whenua tupu (place name) is where I grew up

Ko _____ te kāinga (place) is my home

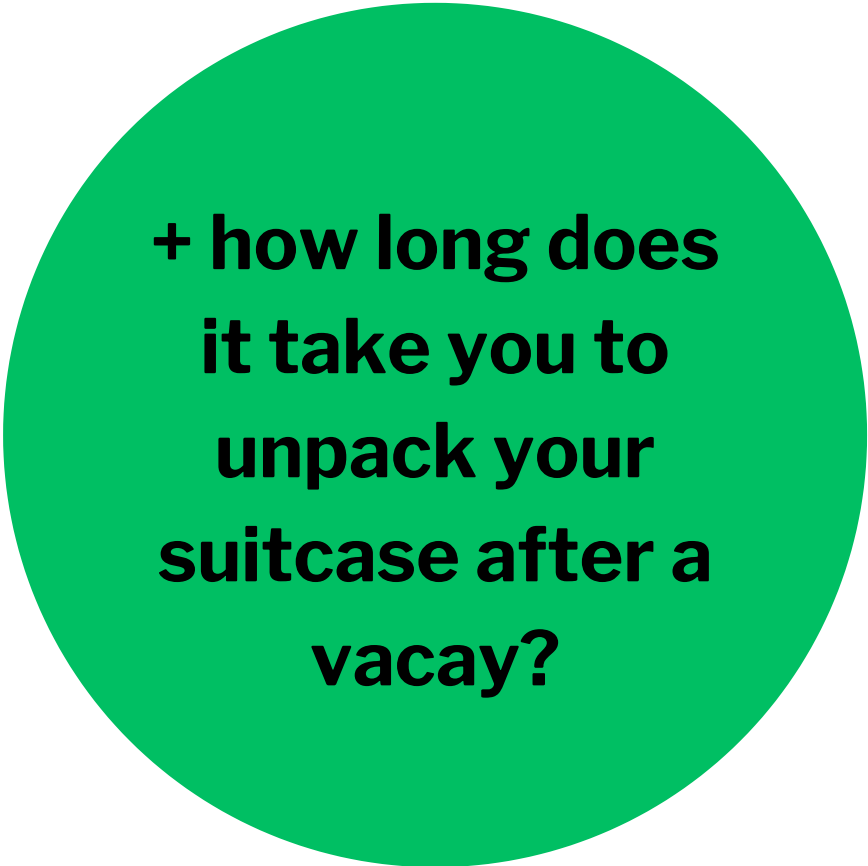
Kei _____ au e noho ana I am living in (place)

He _____ au i _____ I am a (job title) at (name of work)

Ko _____ toku ingoa (My name is...)

No reira, tena koutou, tena koutou, tena koutou katoa

(So, greetings to you all)



+ how long does it take you to unpack your suitcase after a vacay?

FULL OF PURPOSE

ACTIVITY

**THE WATERS OF
WHO WE ARE**



ACTIVITY

WHAT ARE SOME OF THE SIGNIFICANT OCCURRANCES IN YOUR LIFE THAT LED YOU TO YOUR CURRENT WORK ROLE & PLACE?

WHAT IS YOUR WHY?



Community?

contribution?

Whanau

Big-hearted

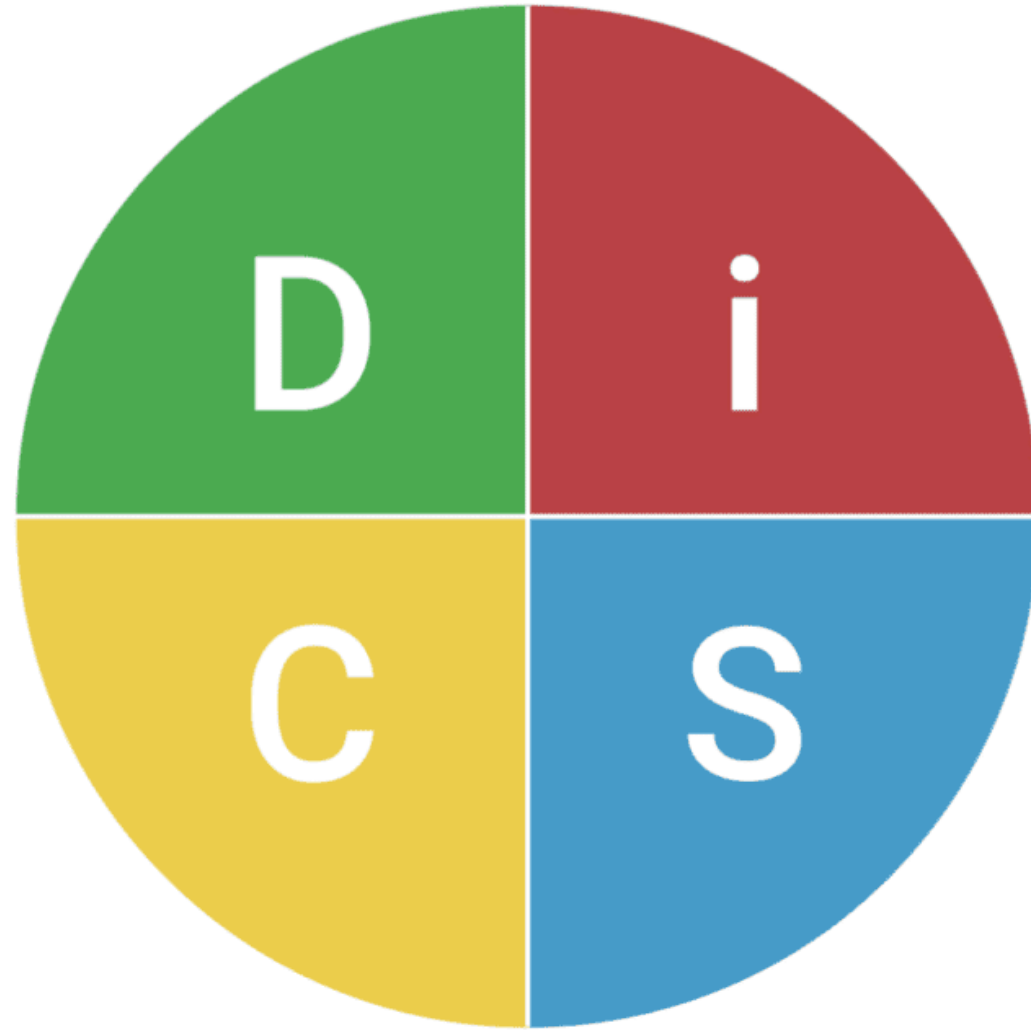
FULL OF **COMMUNICATION**



Let's put in a pause for a moment

Active

*(fast-paced, assertive,
dynamic, bold)*



Questioning

*(Logic-focused,
objective, skeptical,
challenging)*

Accepting

*(People-focused,
empathizing,
receptive, agreeable)*

Thoughtful

*(moderate pace, calm,
methodical, careful)*

Do you see yourself as;

1. Active and fast-paced? Do you make bold and dynamic decisions?
2. Are you more thoughtful? Do you take time to make more careful decisions and approach situations or tasks more methodically?
3. Are you focused on logic? Do you try to maintain an objective view of the world and challenge what you hear and see?
4. Do you try to empathize with people? Do you allow yourself to agree with others, so you don't upset a relationship?

Yes - Questions 1 & 3 D-Style	Yes - Questions 1 & 2 i-Style
Yes - Questions 2 & 3 C-Style	Yes - Questions 2 & 4 S-Style



Yes - Questions 1 & 3 D-Style

- immediate **results**
- quick to take action
- bold
- challengers
- impatient
- feeling in control and being successful.
- be direct - don't waste their time



Yes - Questions 1 & 2 i-Style

- enthusiastic
- takes action
- encourages collaboration
- fun
- enjoys being around others
- builds relationships
- impulsive
- disorganized



Yes - Questions 2 & 4 S-Style

- accommodating
- supportive
- seeks stability
- enjoy collaboration.
- seeks sincere appreciation, cooperation, and ways to help others
- great listeners
- attentive



Yes - Questions 2 & 3 C-Style

- accurate
- challenges assumptions
- stable
- reserved
- quiet nature
- produce quality and accurate work
- overly critical and overanalyze
- need space to process.

ONE LAST THING TO KEEP IN MIND

What some companies *think* will 'fix' employee burnout

self-care
motivational posters
meditation

fruit bowls
wellness emails
desk plants

What the research says will help 'prevent' employee burnout

right to disconnect after hours
regular time off
access to good quality mental health support
good worklife/homelife balance
decision-making autonomy
proper staffing

safe & reasonable workloads
flexible schedules
supervisors who are fair and equitable
regular recognition for hard work
supervisors who genuinely care
clear priorities

genuine career growth
realistic deadlines



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MAIN TAKEAWAYS

- **It's important to connect**
- **It's important to remember our WHY**
- **It's important to understand variances in communication styles**

Pause.....



Closing

Kia tau to rangimarie
Ki runga i nga iwi o te
ao

Let your peace reign
On all the people of the world