

Burnout At Work: Present, Not Productive

In many workplaces, the warning signs of burnout are not properly identified and addressed. Too often we idolize the long hours and admire the work ethic of people who are able to consistently put in 60, 70, and 80 hour work weeks. Being dedicated to your craft and showing commitment by working hard should be commended, but burnout and presenteeism aren't traits that we should endorse. The negative effects of burnout and presenteeism are costing businesses tens of thousands a year in loss of productivity and safety incidents.

Woody Allen once said that 80% of success in life can be attributed to simply showing up. But a growing body of research indicates that—in the workplace, at least—this wry estimate may be somewhat optimistic. Researchers say that presenteeism—the problem of workers' being on the job but, because of illness or other medical conditions, not fully functioning—can cut individual productivity by one-third or more. – Harvard Business Review (2004)

Presenteeism is when an employee comes into work without being mentally, emotionally, or physically ready and able to perform their duties. This can be due to burnout, personal challenges, physical injury, or any other factor that impacts their mental or physical health. Presenteeism is often unknown or misunderstood in most workplaces, but it has devastating effects on employee performance and productivity.

Over a year into a global pandemic is taking a toll on our mental, emotional, and physical health which cannot but impact the workplace.

In this 60 minute webinar, we will identify some of the warning signs of presenteeism, address the cost and impact of presenteeism and burnout as well as speak to the damaging workplace culture that enables it. Remember, you are always promoting a workplace culture, make sure you are choosing to promote the one you intend.

We will also look to engage conversations and input from the participants and use as many real-life examples to ensure that all information is practical and meaningful to everyone in attendance.

“Leadership is not about being in charge. Leadership is about taking care of those in your charge.” – Simon Sinek

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