

THREE APPROACHES TO CREATING RESILIENCE & REDUCING BURNOUT DURING STRESSFUL TIMES

During high stress times, leaders should ensure their employees have the tools and resources that increase resiliency. Here are three approaches to employ.



Rounding for Wellness

Rounding on employees improves engagement which helps with morale and productivity. During high stress times, consider modifying your rounding questions. Examples include:

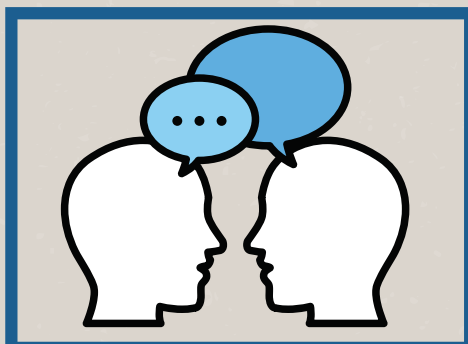
- How are you taking care of yourself?
- What is one wellness thing you have done for yourself?



Appreciation

Appreciation and thanks should be adapted to meet the needs of an individual or group. The key is to be sincere, specific and timely. Forms of appreciation include:

- Kudos Platform
- Text messages
- Hand written notes



Transparent Communication

Leaders should increase their visibility within their departments to stay connected with employees. Increasing the frequency and modes of communication keeps employees updated and enables them to make informed decisions. This helps employees feel like they have the ability to control their environment.