

A diverse group of nonprofit staff members are gathered around a table in a bright, modern office. A woman with glasses and a white shirt is smiling and looking towards the right. Other staff members, including a man with a beard, a woman with curly hair, and a man with short hair, are looking at a laptop screen. The background features large windows and a brick wall.

How To Prevent Nonprofit Staff Burnout And Promote Mental Health

Presented by: Madison Gonzalez

Agenda

- ① Understanding Burnout
- ② Preventing Burnout
- ③ We're Burnt Out.
Now What?
- ④ Q&A



Understanding Burnout



“Job burnout is a **special type of work-related stress** – a state of physical or emotional exhaustion that also involves a sense of reduced accomplishment and loss of personal identity. “Burnout” isn't a medical diagnosis. Some experts think that other conditions, such as depression, are behind burnout.”

-Mayo Clinic





“41% of Americans have had an untreated mental illness.”

-Mental Health First Aid

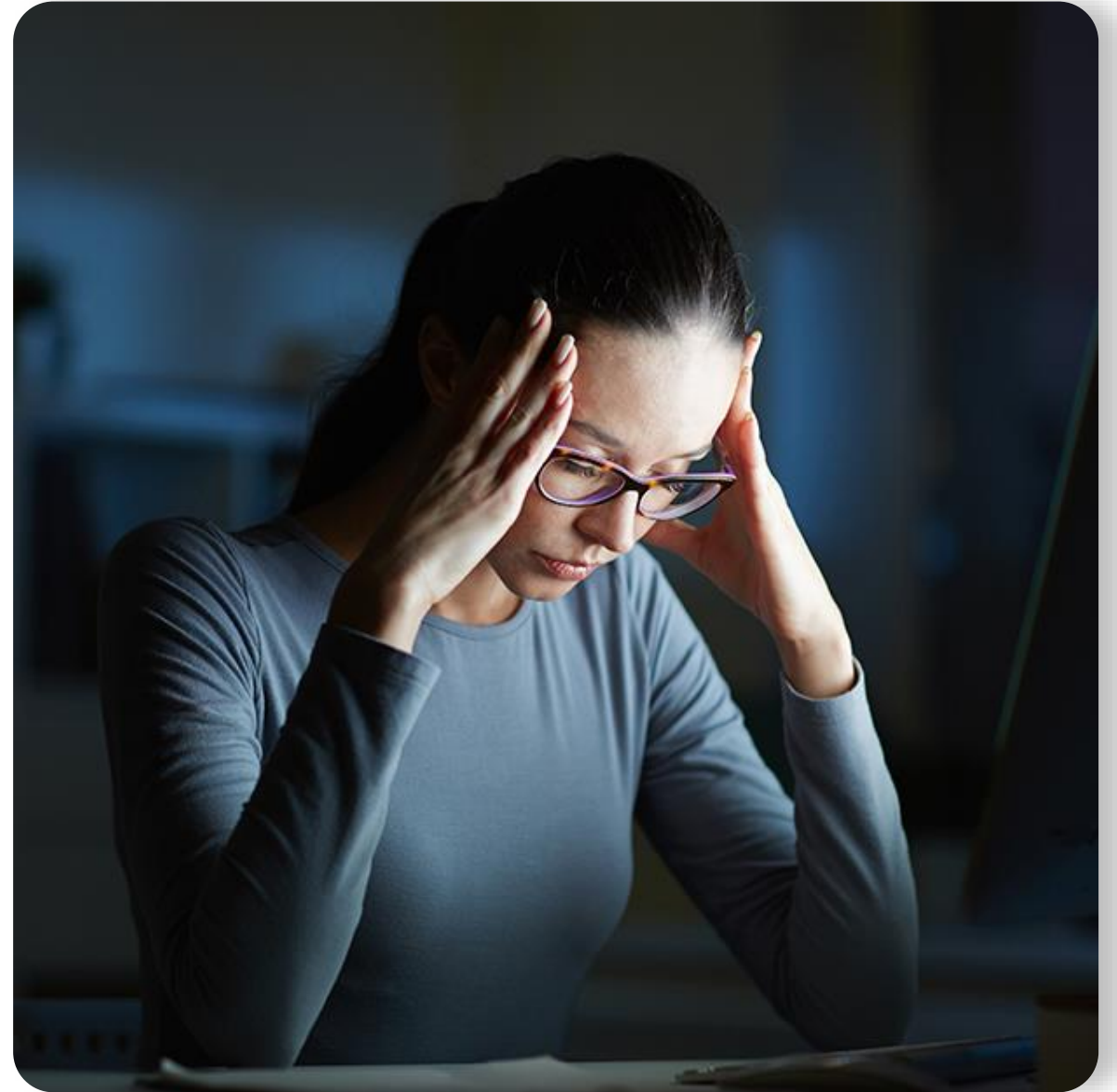


40,000,000 Americans suffer from anxiety.

-Anxiety and Depression Association of America

What Leads to Burnout?

- Long hours – overworked
- Underpaid – money stress
- Unrealistic expectations and goals
- Relational friction
- Isolation
- Neglecting self-care
- Caring “too much”





How Burnout Affects Nonprofits

Increased:

- > Turnover
- > Conflict
- > Error

Decreased:

- > Productivity
- > Satisfaction
- > Results

“Employee turnover has long been an issue for the nonprofit sector. According to ExactHire.com, the voluntary annual turnover rate is 19% – far outpacing the all-industry average of 12%.”

-Forbes.com



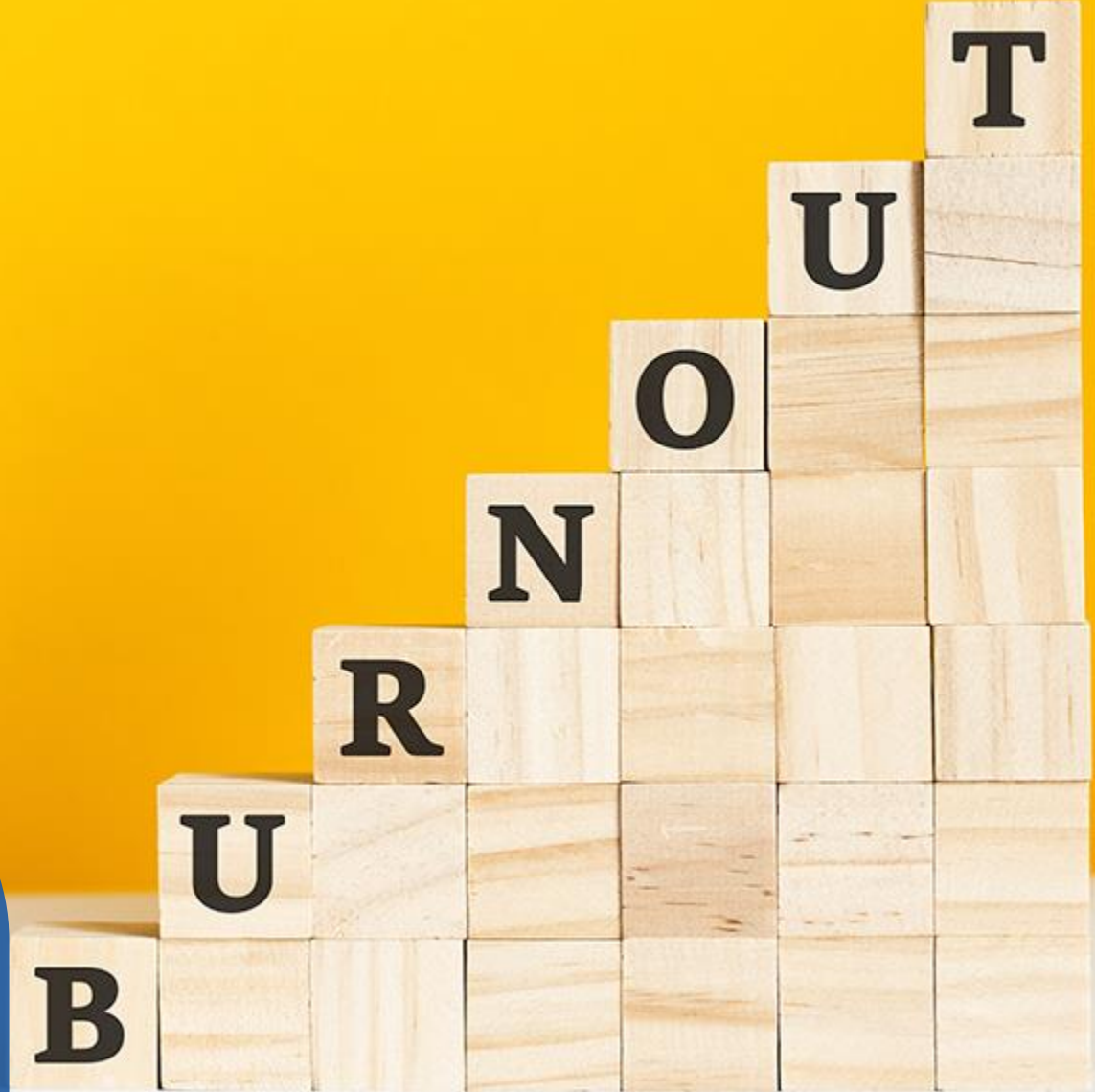


**Many non-profits focus on taking care of people.
It's high time we start with our employees.**



Employees are your most precious resource.

Preventing Burnout





Preventing Burnout

- Make sure you are adequately staffed.
- Utilize volunteers.
- Create a people-first culture.

Create a People-First Culture

- Listen and repeat.
- Empathy.
- Show appreciation and gratitude.
- Set realistic goals and expectations.
- Make employees aware of resources such as health coverage and paid time off.
- **Practice what you preach!**





Physically

- Take ***intentional*** breaks.
- Get quality sleep.
- Exercise .
- Go outside.
- Laugh!

Rest and Relax

- Daily rest and time off increases productivity.
- Be intentional with your time – no scrolling!
- Utilize PTO (paid time off).
- Consistent bedtime routine and sleep schedules
- Avoid alcohol and caffeine before bed.
- Get enough sleep for *you*.
- Create a relaxing environment.



Mentally/Emotionally



Gratitude practice



Mindfulness



Affirmations





Gratitude Practice

“We can’t always be happy but we can always be grateful.”



Mindfulness

- All about being present in the moment
- Distracts your mind from what you have to “do” and allows you to just “be”

Affirmations

- “I am capable.”
- “I am organized.”
- “I am powerful.”
- “I am calm.”
- “I am smart.”
- “I am patient.”
- “I am brave.”





“If you change how you think, you change your mindset. If you change your mindset, you change your behaviors. If you change your behaviors, you change your habits. If you change your habits, you change your outcomes. If you change your outcomes, you change your life.”

-Brianna West

Socially

- Surround yourself with positive people.
- Get support.
- Set boundaries.





Boundary Setting

- How and when people can contact you
- What you are comfortable discussing
- How much you can take on
- Respect for others, respect for yourself

Professionally

- Set realistic goals.
- Break up tasks.
- Prioritize.
- Delegate.
- Stay connected to the mission.
- Create a comfortable work environment.





Work Environment

- Quotes and sayings
- Keep it tidy.
- Keep it convenient.
- Music
- Attire
- Refreshments

“People-first cultures are **rooted in a philosophy that values people over profits**. The ironic twist is that when employees are valued as whole individuals and provided the opportunity for well-being, connection, and fulfillment, companies are generally more innovative, resilient, and even profitable.”

-Inc.com





**We're Burnt Out.
Now What?**

How-to re-energize and
re-motivate



Physical Warning Signs

- Insomnia/sleeplessness
- Exhaustion/oversleeping
- Increased illness
- Depression
- Anxiety



Behavioral Warning Signs

- > Irritability
- > Forgetfulness
- > Apathy
- > Pessimism
- > Isolation/
loneliness



“Make life easier for employees.”

-Work Rules, Laszlo Block
2010 "Human Resources Executive of the Year" by HR Resources Magazine



Step 1: Admittance

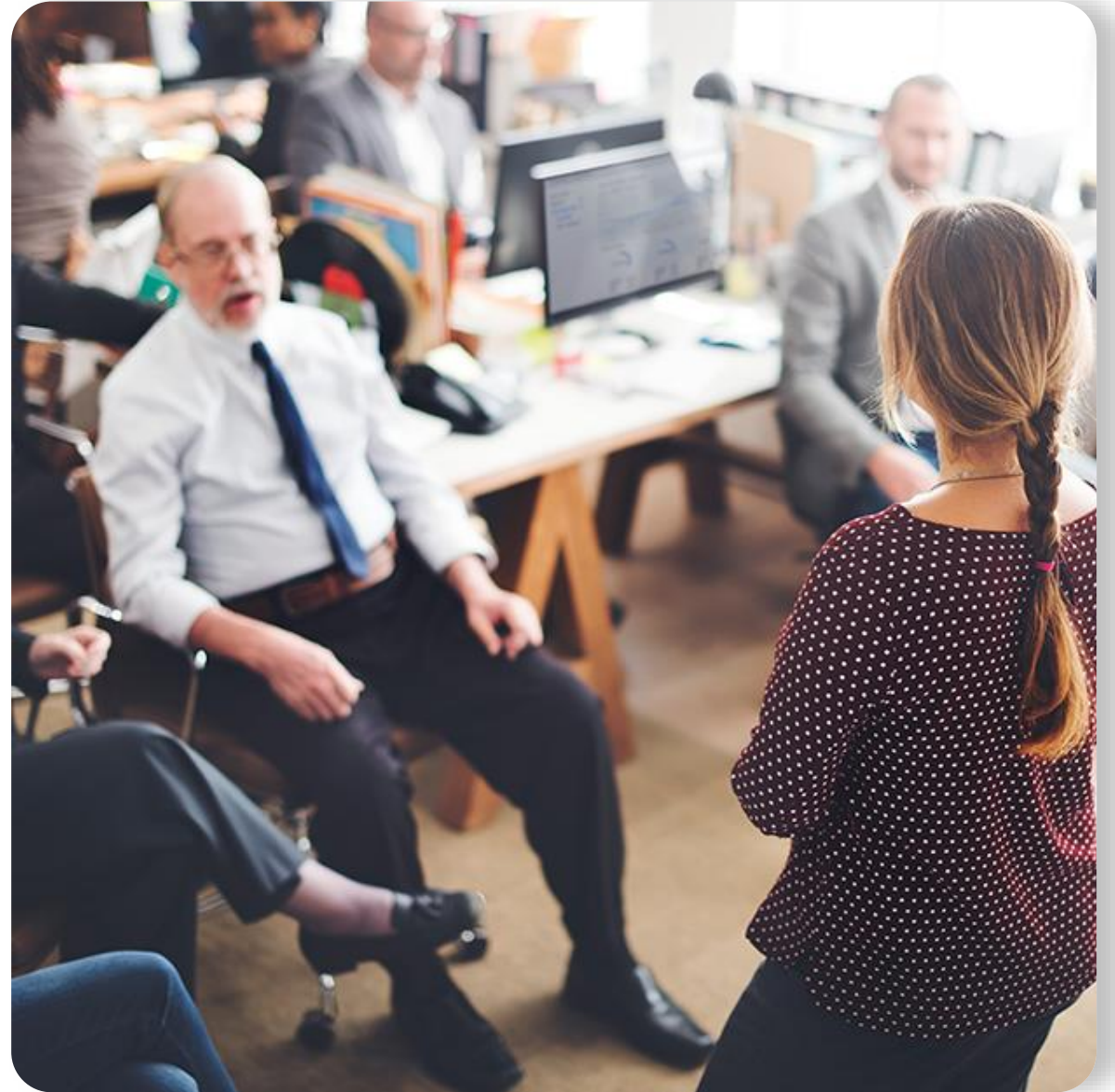
- Acknowledge and admit faults.
- Adopt new policies.

“The Great Resignation: Why Millions of People Are Quitting (and How Employers Can Earn Them Back),” “...bottom line? Money matters—until it doesn’t. Because you can’t buy great employees. But you can definitely *earn* them.”

-Jeff Haden, Inc.

Step 2: Re-Motivate

- What motivates your team?
- Pay employees what they are worth.
- Give feedback.
- Incentivize.
- Work/home balance – hybrid policy
- Keep the end goal in sight.





Step 3: Show Appreciation

- Employee of the Month
- Give credit where credit is due.
- Hand-written cards
- One-on-one meetings
- Surprise and delight.

Step 4: Celebrate Success

- Stop and savor!
- Have fun!
- Share the success!





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Questions?



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