

Reversing Burnout: 5 Years Later...

What's <i>not</i> changed	What's accelerated or deepened	What's new or different
<ul style="list-style-type: none"> • The mechanics and impact of burnout • How to prevent and reverse burnout • The need for excellence, ownership, and commitment • The loss of emotional intelligence (EQ) as we advance • Work and life seasons • Generational convergence over impact • S-curve growth • Deep and meaningful relationships matter most • Comfort, money, and momentum traps us • Fear still drives many of us • Leaders still need to inspire • Need to slow down in order to speed up 	<ul style="list-style-type: none"> • Burnout for professionals • Pivoting (part-time, gig economy) • Work/life winning and balance • Desire for autonomy and flexibility • War for talent • The costs of employee turnover • Need for better time management • The power and prevalence of networks • Personal and corporate branding • Power of mission, vision, and values, and having meaning and purpose at work • Leaders' openness to change • Awareness and concern for mental health and wellness • Need for psychologically safe places and spaces • The impacts of the Great Recession • Use of advanced technology and AI • The costs of inaction 	<ul style="list-style-type: none"> • The Great Reset • General acceptance of remote and hybrid work models • The Great Resignation • Near full embrace of a "stakeholders" mindset • DEI acceptance • General acceptance of ESG • Gen Z and the "native digitals" • Openness to talk about mental health and wellness, burnout, and stress • World Health Organization's reclassification and redefinition of burnout • The 40-hour work week <p><i>Still to come:</i></p> <ul style="list-style-type: none"> • Agile design methods • Sabbaticals