

PART 1

CHAPTER 1

- When "YOUR ALL" is being asked for ALL THE TIME...
- When "THE NORM" isn't normal or sustainable...
- When there's always ONE MORE THING...
- When every season feels like harvest season...



BURNOUT: exhaustion of physical or emotional strength or motivation, usually as a result of prolonged work overload, stress, or frustration.

95% OF HR WORKERS SAY BURNOUT IS SABOTAGING RETENTION

IT'S A SYMPTOM...

FEAR the STATUS QUO!

Attract, Engage & Retain Top Talent Now!
Enable your talent to **EXCEL!!**
Learn More: www.ActionsProve.com

ENABLE GREATER **IMPACT** IN & OUT OF THE OFFICE!

CHAPTER 8



- RESTORATION** - back to even
- REDISCOVERY** - understanding
- RETARGETING** - chart a new course
- REVITALIZATION** - living again!

COURAGE

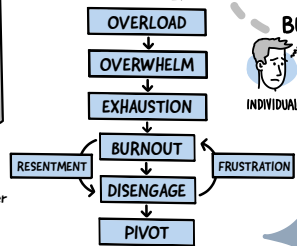
- IS NEEDED TO:
- Counter antiquated thinking
 - Transform workplaces
 - Reverse burnout
 - Engage top talent
 - Grow right

CHAPTER 9

- I** NVENTORY
- M** ISSION
- P** LAN
- A** UTHENTICITY
- C** APACITY
- T** RIGGER

DISENGAGEMENT IS A REACTION TO PROTECT OURSELVES + SEPARATE US FROM STRESS.

THE BURNOUT-DISENGAGEMENT CYCLE:



PIVOTING AWAY?

- There's no better time than **now!**
- Technology
 - Gig Economy
 - Low Costs

CHAPTER 2

- LOSING TOUCH**
- LOSING TRACK**
- LOSING CLARITY**

We're **DISCONNECTED** despite all of our **CONNECTIONS**... and we're too busy to notice.



BY: PETER C. ATHERTON, P.E.

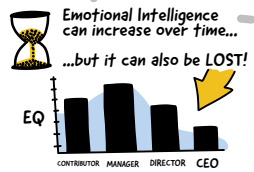
PREVENTING & REVERSING BURNOUT

IN-YOU AND YOUR TEAM!

EMOTIONAL INTELLIGENCE "EQ"

Emotionally healthy people:

- more successful
- attract others
- better leaders
- inspire others



Emotional Intelligence can increase over time... but it can also be LOST!
It can get lonely at the top:
close friends, Bob in PRODUCTION, close coworkers, Friends, Bob as CEO, subordinates.
IT IS NECESSARY TO REBUILD EQ TO THRIVE!

SEASONS OF WORK AND LIFE:

Master our craft	Make a name	Make a difference	Leave a legacy
Me season	We season	Empty nest	

Don't always align!



ORGS NEED TO ALLOW **CHANGE** IN WORK & LIFE TO **GROW** IN PLACE.

THE 3 TRAPS:

- COMFORT** - growing or staying the same?
- MONEY** - golden handcuffs or gold handcuffs?
- MOMENTUM** - don't follow trajectory of the past!

DEEP RELATIONSHIPS MATTER!



PART 2

CHAPTER 4



TOP TALENT seeks success that has **MEANING & PURPOSE**

EMPLOYEE ENGAGEMENT

- Not "a thing"
- work & work environment supports, encourages, and enables employee interests
- It's about **INVESTING**. High ROI!
- Requires attractive mission, vision & values. Walk the talk!

CHAPTER 5



Help top talent **NAVIGATE** work & life!

Your **brand** is your **story**

Leaders and organizations that embrace & support building personal brands and platforms will get more **ENGAGEMENT, TRUST, and LOYALTY**

Everyone wants a **WINNING BRAND & an EXPANDING PLATFORM**

CHAPTER 6

- COACH MORE**
- DIRECT LESS**

CO-CREATION CO-BRANDING

TOP TALENT WANTS:

- PORTABILITY**
- SECURITY**

Construct boundaries with virtual spaces to be fully present.

WORK flexibility IS NECESSARY TO HAVE **BALANCE AND SUCCESS**