Resources for Humans

Resources for Humans
• Katherine Goble

Channels
culture
general
events

#general

Erin
👋 Hi! I'm looking into new onboarding activities for new hires. Any ideas? 🙏

Grace
Yes! We do scavenger hunt where new hires have to go talk to different departments.

Alex
🌈 Hi all, found this resource for performance review questions here 🔗

Resources **for Humans**

Slack

Our free Slack community of 15,000+ HR leaders is a vibrant forum to engage with other knowledgeable professionals — think of it as a private clubhouse to discuss strategies, ask questions, share insights, provide mentorship, etc. Meet and connect with HR professionals around the globe.

Sign Up Here

@LatticeHQ

@Lattice-HQ
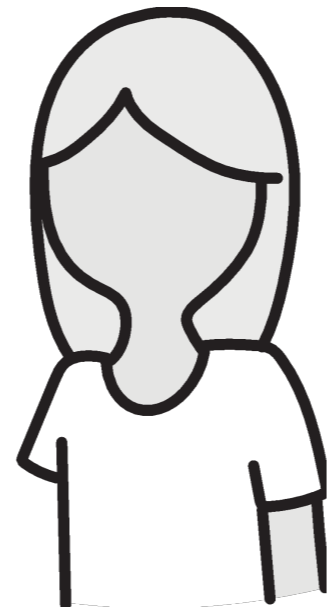
Mollie West Duffy

Where are you joining from?

In one word, how are you are feeling right now?

Today

1. Emotions at work

2. Combating burnout

3. Change exhaustion and uncertainty

4. Q&A

Emotions at work

The Future of Work is Emotional

Loneliness, depression, and mental health concerns are on the rise (and are highest in Gen Z)*

"Having open personal conversations and linking them to work and to organizational health and performance matters. It mattered before the pandemic, but it matters more than ever now." -Bryan Hancock, McKinsey

*Source: National Institute of Mental Health

@LIZ ANDMOLLIE

The Future of Work is Emotional

This represents an opportunity for organizations and leaders to embrace emotional fluency in order to help people feel engaged and cared for at work

The Future of Work is Emotional

Google's Project Aristotle showed a high-performing team needs three things:

1) a strong awareness of the importance of social connections or "social sensitivity,"
2) an environment where each person speaks equally
3) psychological safety where everyone feels safe to show and employ themselves without fear of negative consequences.

The Future of Work is Emotional

Employees who feel cared for by their organization are…

10 times more likely to recommend their company as a great place to work.

9 times more likely to stay at their company for three or more years.

7 times more likely to feel included at work.

4 times less likely to suffer from stress and burnout.

2 times as likely to be engaged at work.

@LIZ ANDMOLLIE

Combating burnout

Myths about burnout

1. Burnout is obvious

Early signs of burnout

Basic activities feel overwhelming

Vacation is an opportunity to "recover"

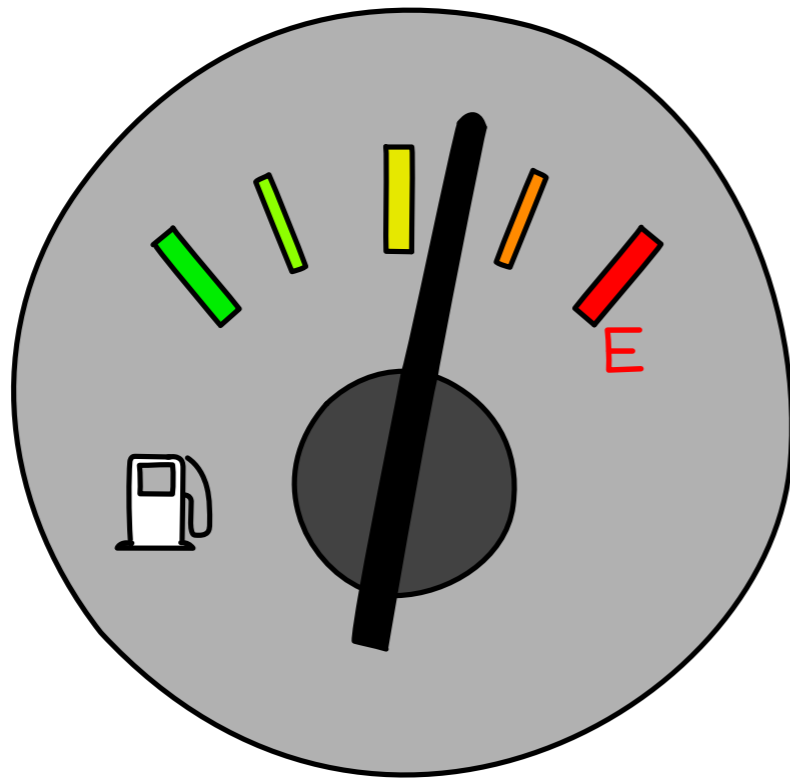The thought of getting mildly sick sounds nice

You've started to cut out activities you know are good for you

You're familiar with "revenge bedtime procrastination"
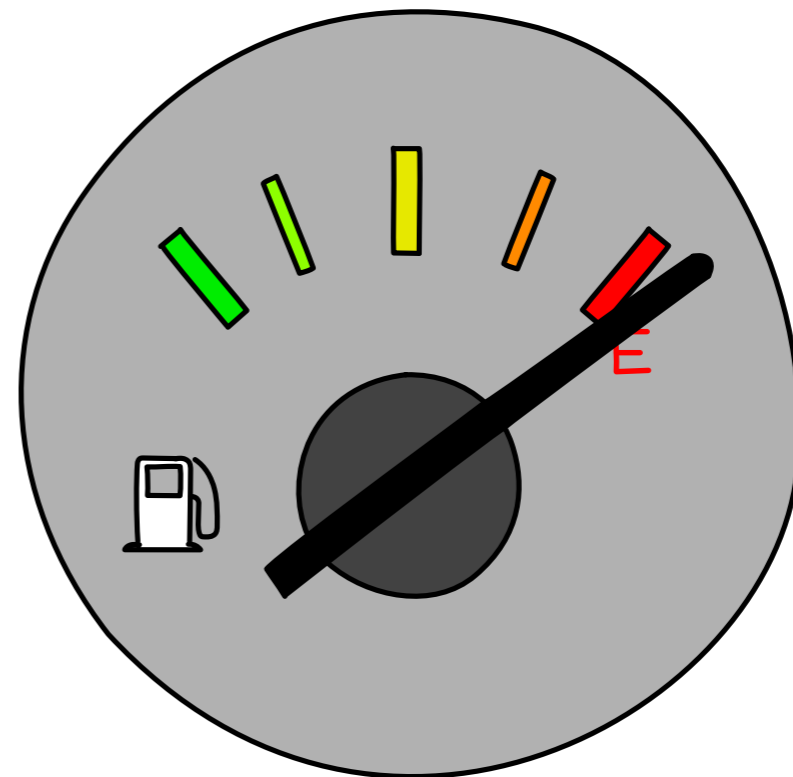
@LIZ ANDMOLLIE

Myths about burnout

1. Burnout is obvious

2. Addressing burnout is only urgent if you're falling apart

WHEN WE SHOULD
TAKE A BREAK

WHEN WE ACTUALLY
TAKE A BREAK

Myths about burnout

1. Burnout is obvious

2. Addressing burnout is only urgent if you're falling apart

3. Burnout always looks the same

What really causes burnout

If you feel…

Overextended: You have too much to do

Disengaged: You're disconnected from your team and/or no longer find your work meaningful

Ineffective: Your perception is that you aren't doing well or making progress

**Burned out:** You're experiencing all of the above

Poll:

What type of burnout are you experiencing?

Social conditioning

Researchers find that people tend to believe it is "their personal, individual fault that their work took up so much of their lives: It was because of their personalities, or their specific situations."

@LIZ ANDMOLLIE

PERSONAL RESPONSIBILITIES

WORK OBLIGATIONS

@LIZANDMOLLIE
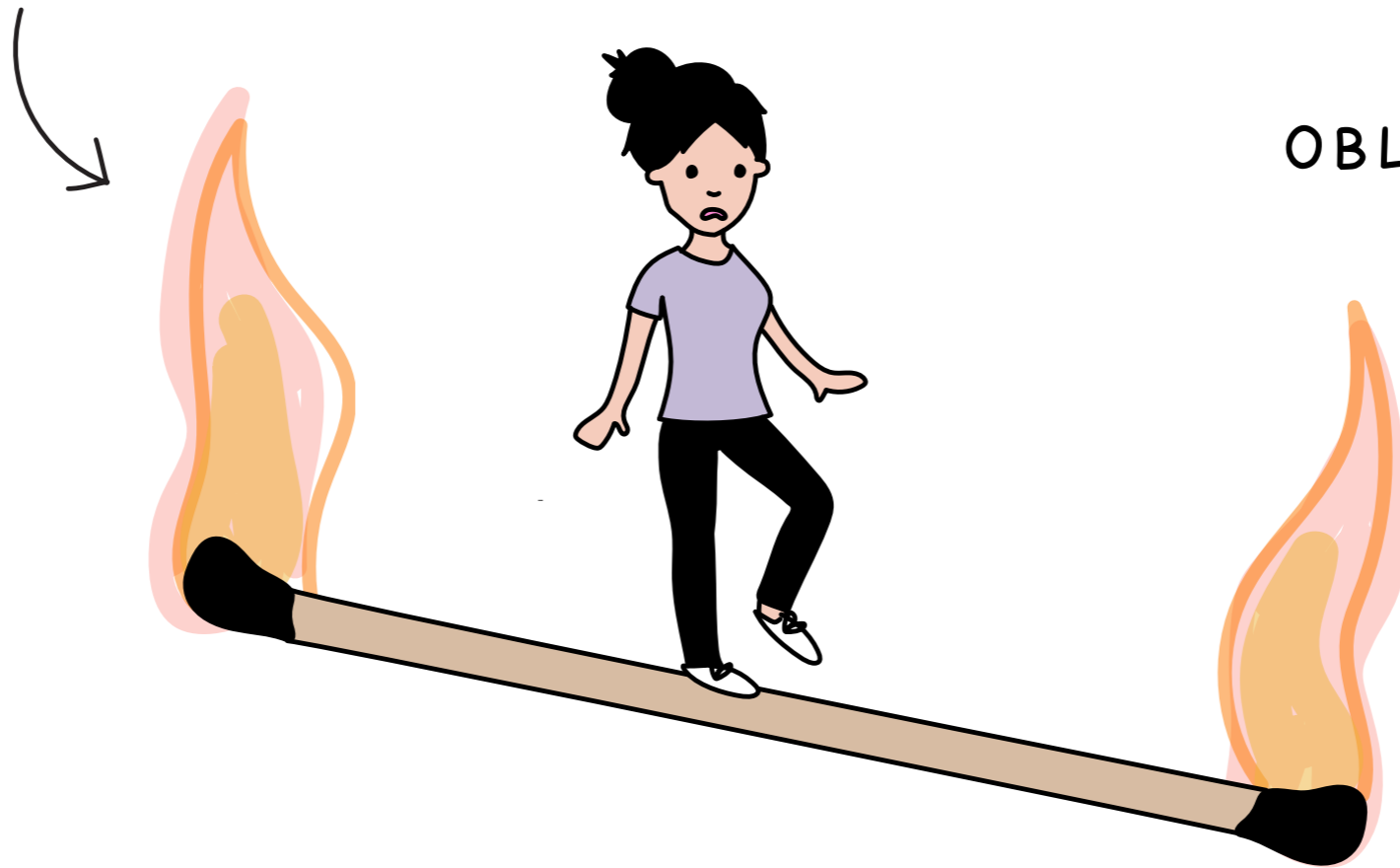
Tips for individuals
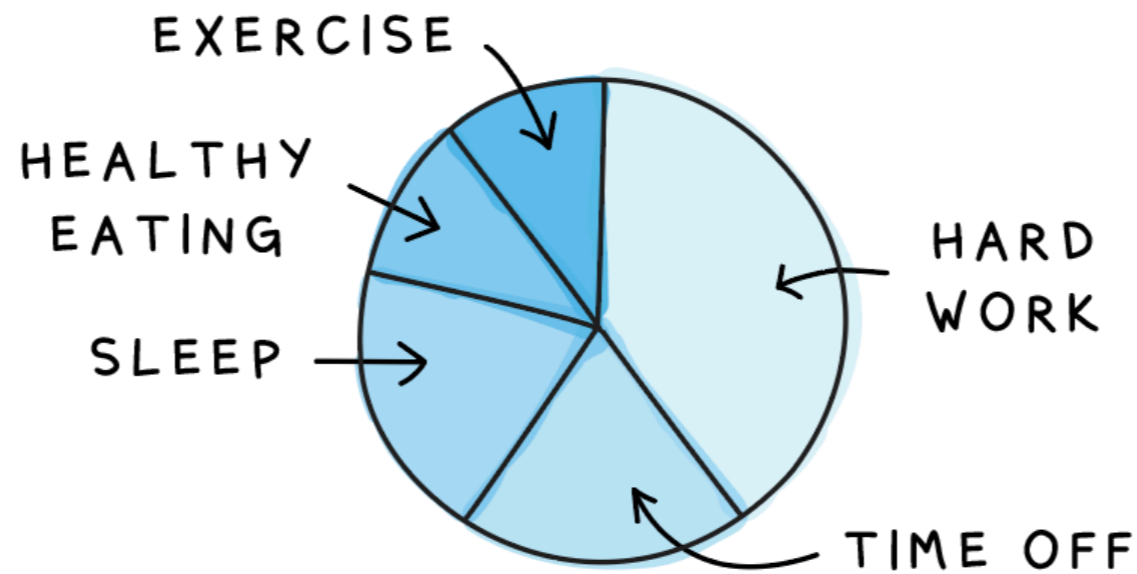
If you're overextended

Set up an after-work ritual

Get comfortable living at 80%

Draw and respect your own boundaries

WHAT I THOUGHT WOULD MAKE ME PRODUCTIVE

HARD WORK

WHAT ACTUALLY DOES

EXERCISE
HEALTHY EATING
SLEEP
HARD WORK
TIME OFF

@LIZANDMOLLIE

If you're disengaged

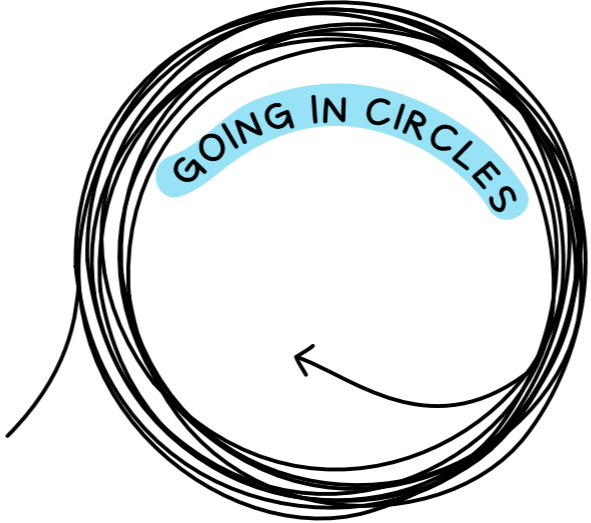Reconnect with colleagues

Identify what drains you—and what you enjoy
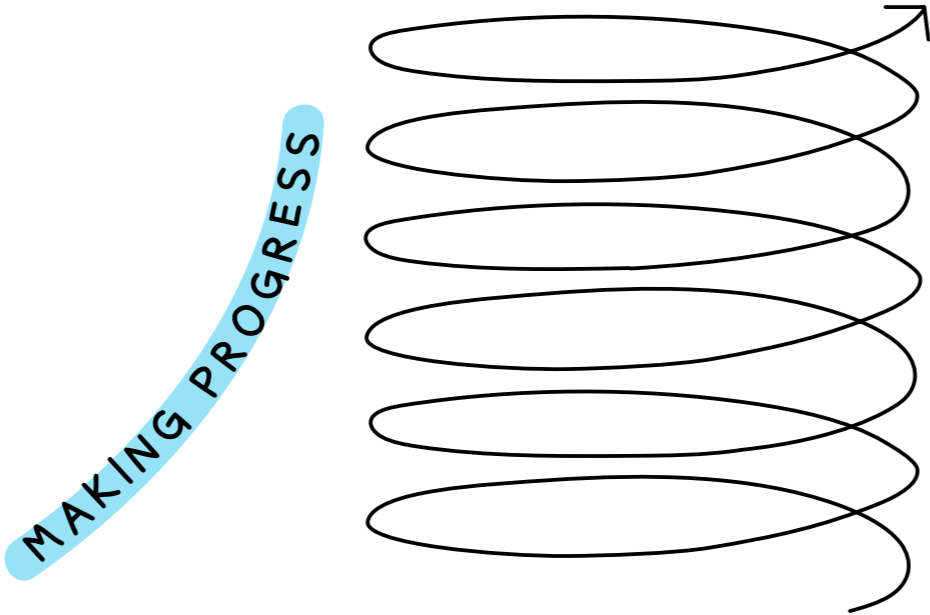
If you feel ineffective

Set 5 monthly priorities

Learn something new

Look back at how far you've come

WHAT IT CAN FEEL LIKE

GOING IN CIRCLES

WHAT'S ACTUALLY HAPPENING

MAKING PROGRESS

@LIZ ANDMOLLIE

If you're burnt out

Make time for "garbage time"

Remember that wellbeing is a state of action

Tips for managers and teams

Tips for managers and teams

Make wellbeing a collective practice

Be supportive of one another

Train managers to create reasonable workloads

Share in the chat:

As an individual, what leads you to burnout and how do you avoid it?

As a leader, how can you prevent and alleviate burnout?

Change exhaustion and uncertainty
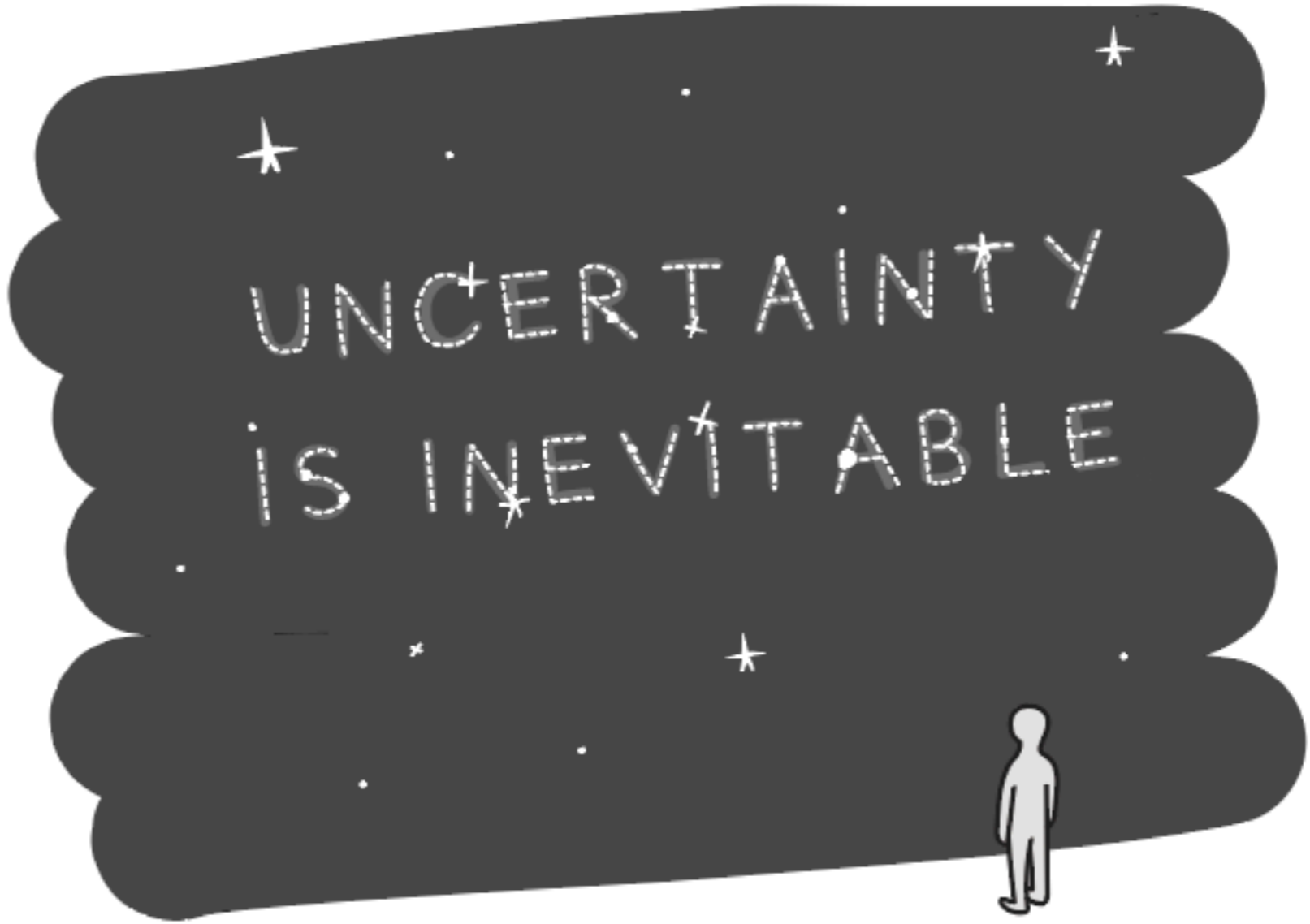
Change exhaustion

Defined as: Exhaustion or overwhelm due to continued change and uncertainty

Researchers have found our ability to cope with change is half of what it was pre-pandemic

Myths about uncertainty

Myths about uncertainty
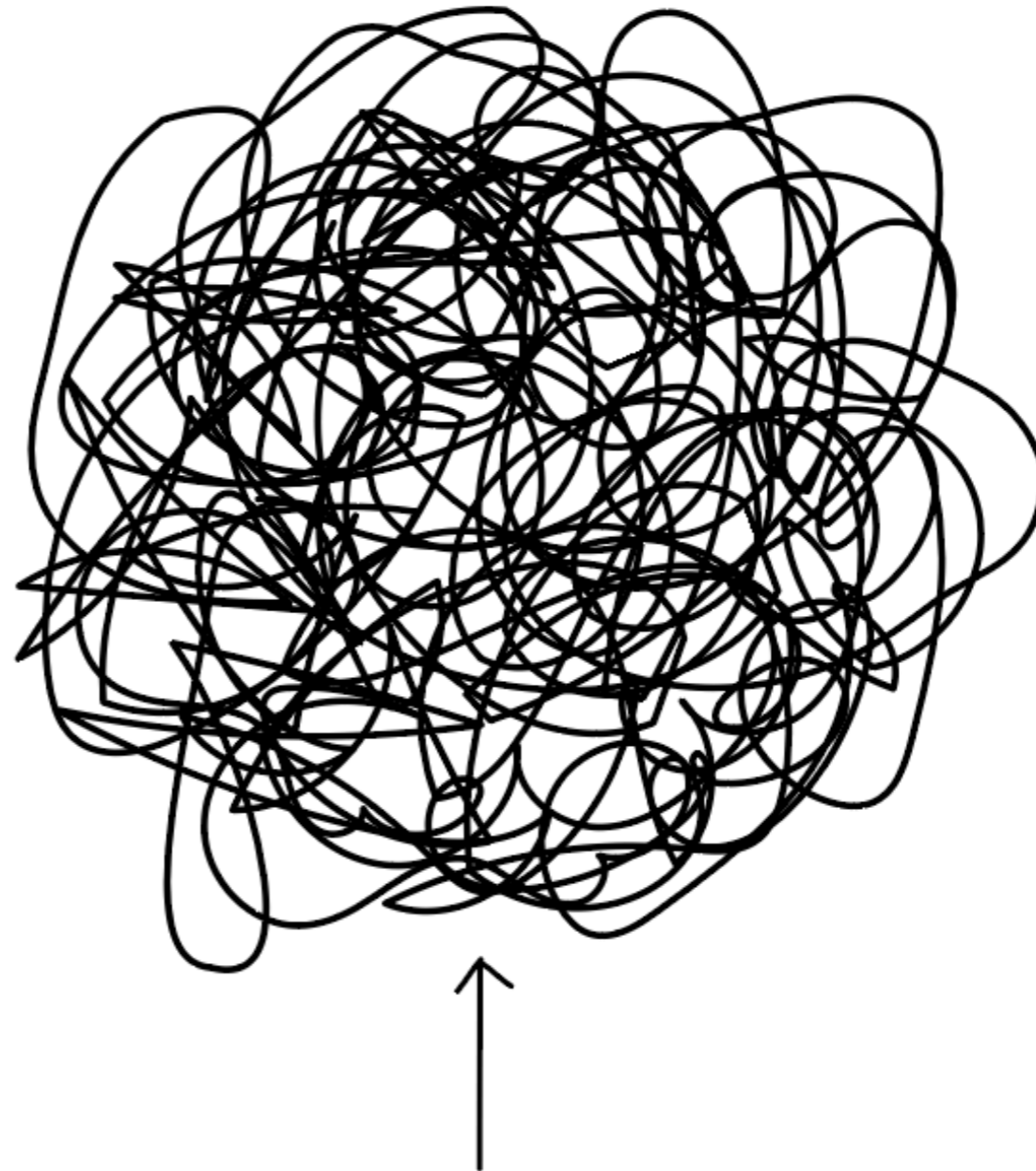
1. Certainty is attainable

UNCERTAINTY
IS INEVITABLE

@LIZ ANDMOLLIE

Myths about uncertainty

1. Certainty is attainable

2. Anxiety accurately reflects risk

THE SIZE
OF THE
PROBLEM

MY ANXIETY
ABOUT THE
PROBLEM

@LIZANDMOLLIE
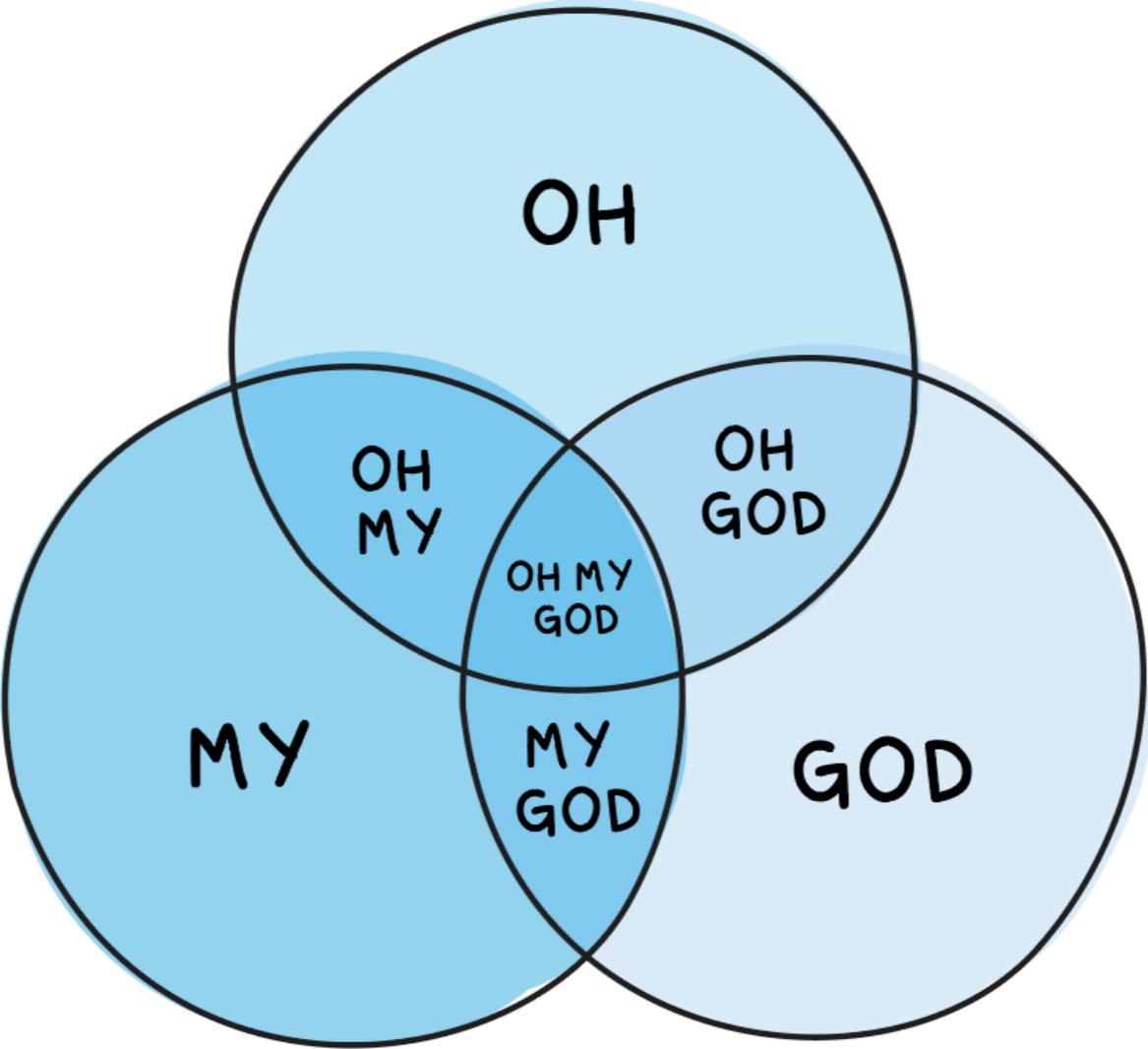
Myths about uncertainty

1. Certainty is attainable

2. Anxiety accurately reflects risk

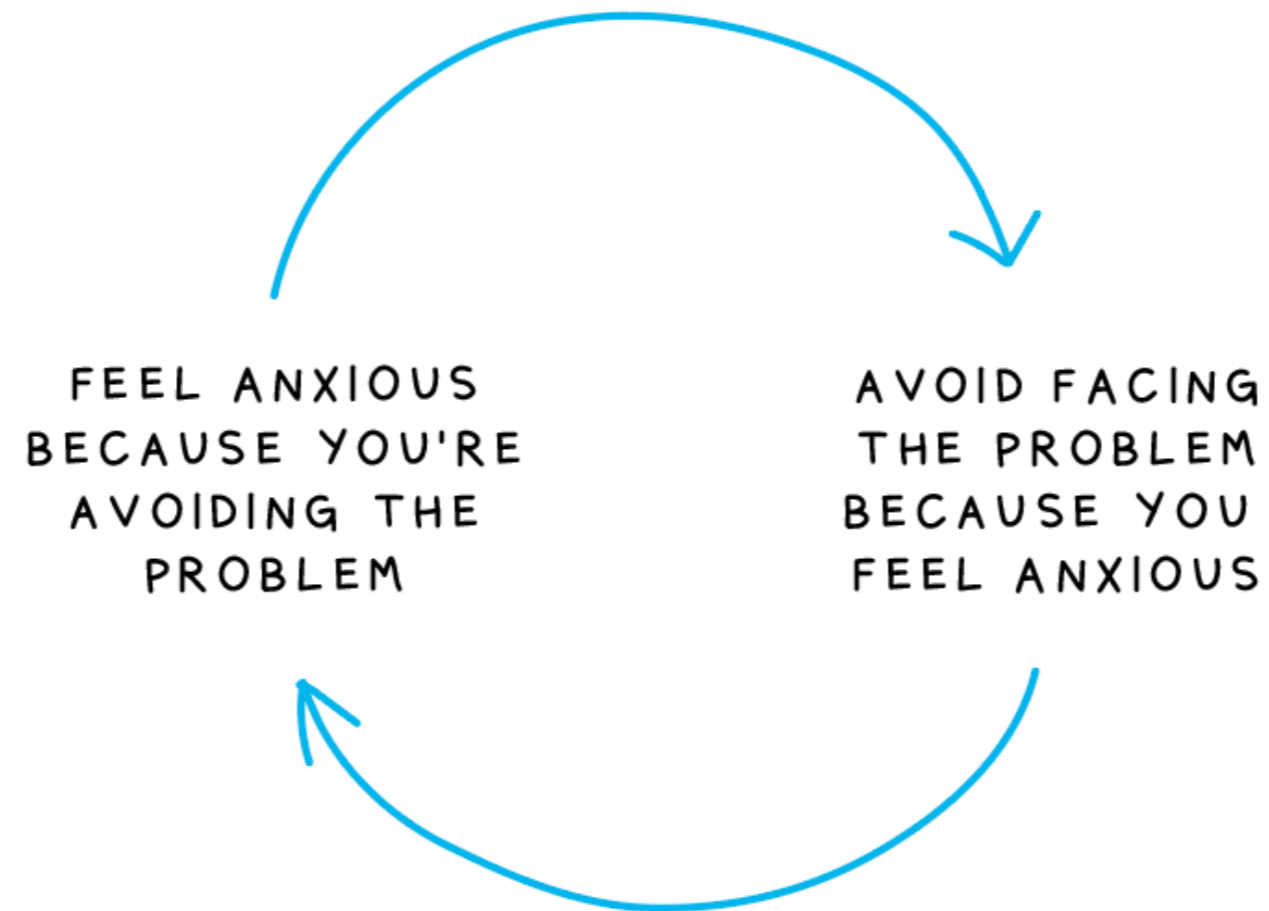3. You just need to be more resilient

Share in the chat:

What new kinds of uncertainty have you dealt with over the past six months?

Tips for managing change exhaustion + uncertainty

Managing change exhaustion + uncertainty

Stop anxious fixing

ANXIOUS FIXING

FEEL ANXIOUS
BECAUSE YOU'RE
AVOIDING THE
PROBLEM

AVOID FACING
THE PROBLEM
BECAUSE YOU
FEEL ANXIOUS

Managing change exhaustion + uncertainty

Stop anxious fixing

Adopt the mantra, "I am a person learning to_____"

Establish individual and team rituals

Make a "plan from which you'll deviate"
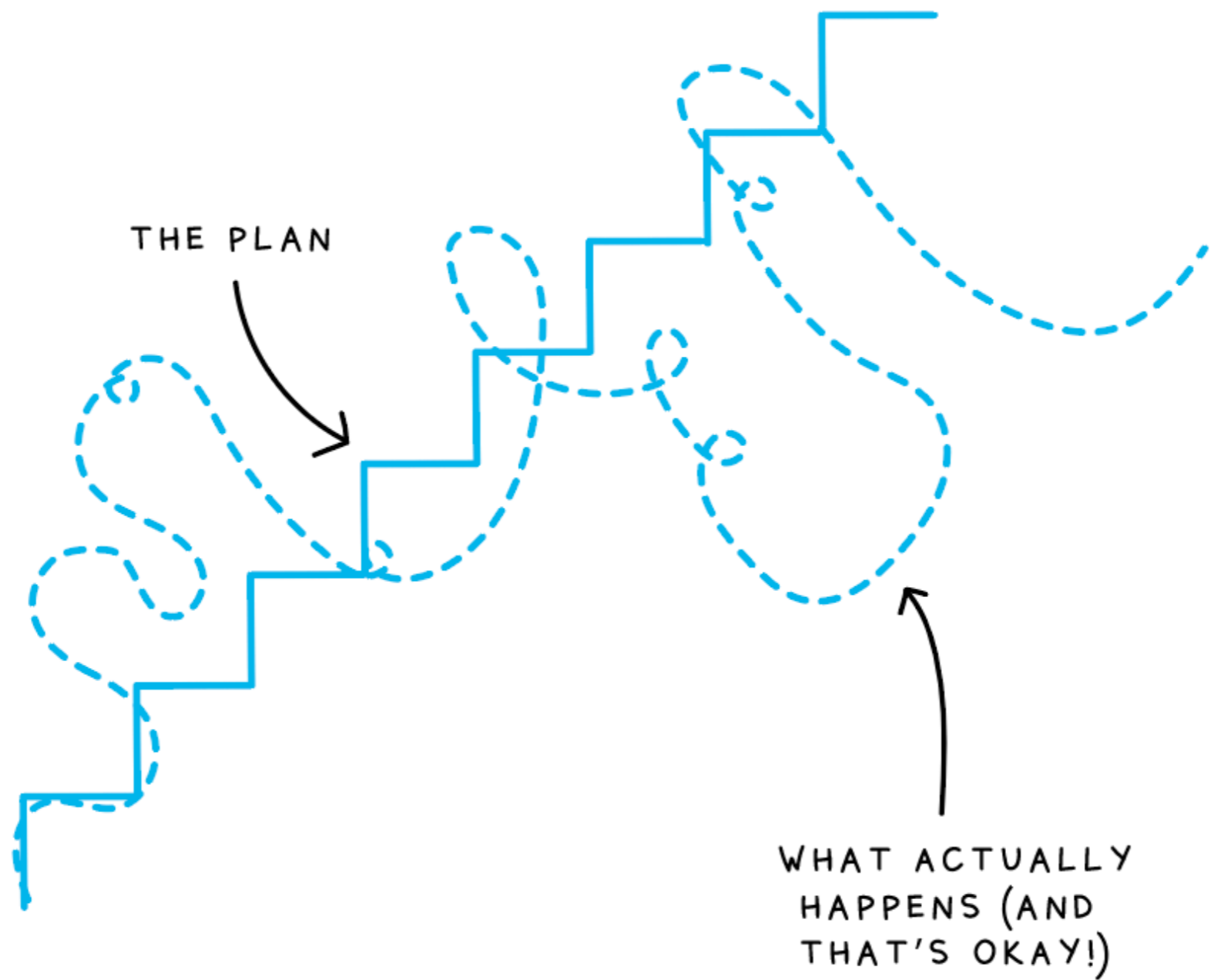
THE PLAN

WHAT ACTUALLY
HAPPENS (AND
THAT'S OKAY!)

Managing change exhaustion + uncertainty

Stop anxious fixing

Adopt the mantra, "I am a person learning to____"

Establish individual and team rituals

Make a "plan from which you'll deviate"

Understand your unique uncertainty tolerance

Poll:

What is your uncertainty tolerance?

Share in the chat:

As an individual, how do you work through uncertainty?

As a leader, how can you help you team work through uncertainty?

Feedback Form

Q&A

lizandmollie.com
@lizandmollie