

Avoid a Project Management Blind Spot: An Update on Employee Stress and Burnout

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Presented by: Marnie Loomis, ND

Co-founder of Burnout Solutions

As a project manager, what are some of the biggest issues, obstacles or problems that you've had in the past? List at least 5 here:

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Extreme Stress and Burnout, What They Cost Your Organization:

| <i>Your guess:</i> | | <i>Actual Estimates:</i> |
|--------------------|---------------------------------|--------------------------|
| % | Absenteeism | % |
| % | Staff Turnover | % |
| % | EAP/ Related Healthcare | % |
| % | Short- and Long-Term Disability | % |
| % | Prescription Drug Plan | % |
| % | Workplace Accident | % |
| % | Workers' Compensation | % |

Tangri R., What stress costs, Chrystalis Performance Strategies Inc., Halifax, 2002.

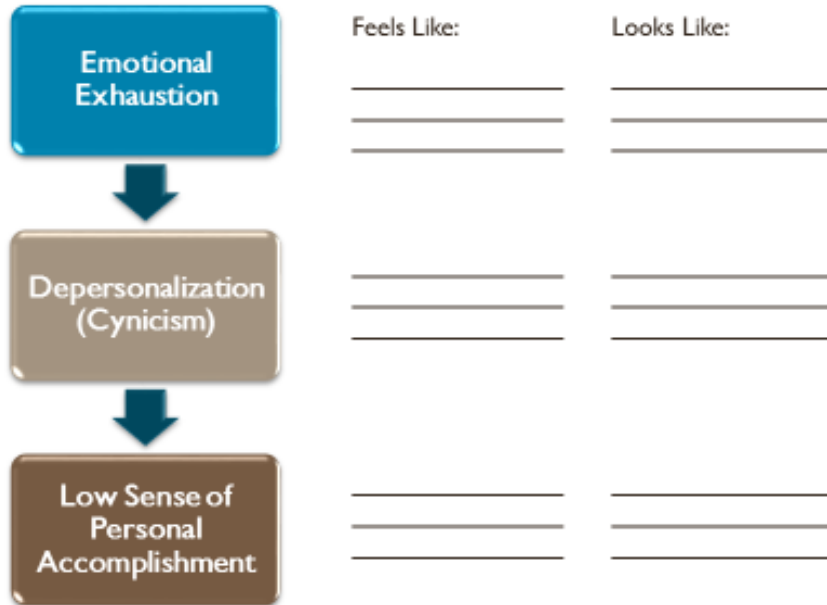
Organizational Factors:

Six Areas of Worklife:

- Workload
- Control
- Reward
- Community
- Fairness
- Values

Maslach, Christina; Leiter, Michael P. Early Predictors of Job Burnout and Engagement. Journal of Applied Psychology, Vol 93(3), May 2008, 498-512.

We teach professionals in high-stress careers how to beat burnout so they remain productive, energized and connected.



— Maslach & Jackson, 1981

