



Your employees are ready to burnout

**A practical guide to
building a resilient
workforce.**



Do you really know what causes burnout?

The causes of burnout are as individual and unique as your workforce – meaning there is no realistic one-size-fits all solution. So, what exactly is burnout? It's defined as physical or mental collapse caused by overwork or stress. But simply giving your people less work, paying them more, or asking them to tough it out is not the answer.

Across the country, burnout is at “epidemic” proportions. That might sound like hyperbole, but when 95% of HR professionals say that employee burnout is sabotaging workforce retention—as they did in a survey from Kronos Inc. and Future Workplace not long ago—well, we believe it.¹

And with workplace stress estimated to cost more than 550 million workdays and \$500 billion each year, it's clear that more needs to be done.²

But what? According to the survey above, the top causes of employee burnout cited by HR professionals are unfair compensation, unreasonable workloads and too much work after hours. So, will organizations give everyone raises and lower their workload at the same time? We doubt it.

Even if they did, that wouldn't fix the problem for everyone—because what causes burnout for one person can be perfectly fine, or even preferable, for another.

The true issue is a lack of resilience.

And contrary to popular belief, that doesn't mean they need to get tougher. Instead, it means that their life isn't in alignment with their values, and they don't know how to get it there.





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Whether you know it or not, resilience is your employees' most important skill. And whether they know it or not, they already have it. They just need to take steps to unlock that resilience. The job doesn't end there, though, because resilience is like a muscle: If you want it to be ready when you really need it, you can't just work it out a few times and forget about it for a year.

Resilience is about more than protecting people from negatives such as burnout or stress. It's about helping them find positives and taking action—so they can thrive in a changing world. It's an idea we call "active resilience." And it has the potential to change everything.

Through active resilience, the focus turns to aligning one's values with the current state of their life – and the idea that their personal and professional satisfaction is directly related to that alignment. And it all boils down to taking personal responsibility for their life satisfaction, rather than becoming a victim to circumstances.

“Work-life balance was a mistake from the start. Because we don't really want balance. We want satisfaction.”

**Matthew Kelly,
author of Off Balance**





Your people will stay at risk for burnout — unless you help them help themselves.

Building resilience isn't easy, and we won't pretend that it is. But it is something everyone can achieve. First, though, people need to admit a few hard truths:

- Happiness and well-being aren't the responsibility of your employer.
- It isn't the responsibility of your spouse, your family or your friends.
- In the grand scheme of things, it's never about what anybody else does. It's about owning it for yourself.

For someone to be their best self even in times of change and difficulty, they must shift away from an attitude of “bad things happen to me.” They must move toward a place where they take control and ownership of what happens in their lives, and understand the impact those things have on what they value most.

For example, for someone who deeply values spending time with their family, having a job that routinely requires 60-hour weeks is likely to cause burnout. That same job, however, might be perfect for a person who values and really enjoys the work itself—in fact, they could even want to work more, while the first person would think that's absolutely crazy.

That's why it's dangerous to say “X causes burnout” or “we need to do Y to stop burnout.” Burnout is not the same for everyone, and it can't be treated like it is.

Still, your organization needs to do something: In a Deloitte survey, almost 70% of respondents said their employers were not doing enough to prevent or alleviate burnout, and 21% said their company wasn't doing anything at all.³

At Aduro, we've found the best way to prevent burnout is to give your people the knowledge and tools to do it themselves—that is, to put their life back in alignment with what matters to them. That's what resilience is all about.

But how do you do it? →

It starts with values.

Typically, people inherently know what's important to them, but they often haven't vocalized those things or put them down in black and white. Sometimes, they haven't really even thought about what's most important in their life.

That's an important step, because it leads to self-awareness, which is necessary to see just how someone's life is impacting their values. And while it might sound dramatic, our values are under attack every day. If things get too out of whack, that's a recipe for burnout.

**“I am ready—
ready to live
my best life. To
me, that means
staying true to my
core values that
include Family &
Authenticity.”**

**Aduro coaching
participant**



It ignites with coaching and content.

We use coaching and digital solutions to help people start to unlock their resilience—a skill that applies to all aspects of Human Performance, and by extension, all areas of life.

Because burnout isn't a one-size-fits-all thing, our resilience offerings are personalized to meet people where they are as Aduro coaches help uncover what's at the core of who they are. Then, we show them how to make adjustments when things go astray. And every session is matched with tools, takeaways and discussions relevant to the individual's circumstances.

- Self-Guided
- Digital Conversations
- Group Sessions
- 1:1 Interactions
- Onsite Experience





1 in 5

Highly engaged employees suffers from burnout⁵

We don't just offer articles and content scraped from other sources. We have the largest library of native content in the industry, and everything we do is informed by our transformative habit change methodology.⁴

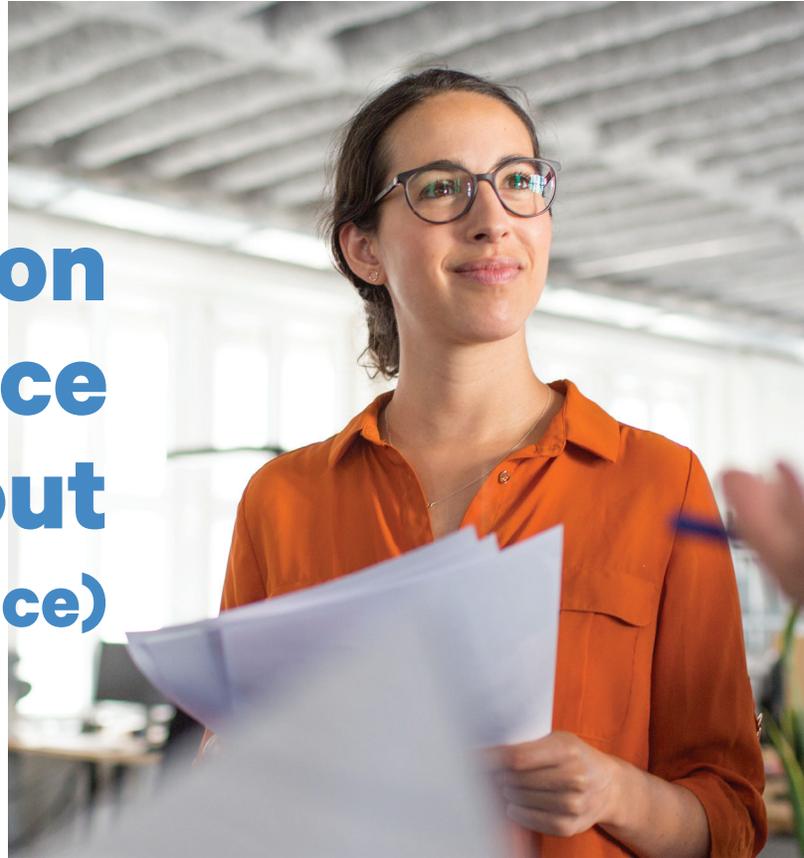
To learn more about this methodology, read our [Human Performance whitepaper at adurolife.com/resources](https://adurolife.com/resources)

Not everyone wakes up happy and motivated and resilient every day—a recent Yale study found that even 1 in 5 highly engaged employees suffers from burnout. It takes continued dedication for someone to get life in alignment with their values, stay there, and then get back there if necessary.⁵

Again, it's not easy. Building resilience requires buy-in. It requires vulnerability. And it often requires uncomfortable conversations—people must be willing to talk about things and address them, instead of sweeping them under the rug.



Aduro's solution to workplace stress & burnout (is to unlock resilience)



It ends with happier employees. And a stronger organization.

We can't promise that helping your employees build resilience through Aduro's Coaching and Paths will turn your organization into a place where people love to work. We can't promise that all of a sudden, your people will love their specific jobs. And we can't even promise that they won't ask for lighter workloads or more pay—after all, if those things align with their values, they might well be necessary to avoid burnout.

But our Human Performance solutions, which include Paths, Practices and Habits, are designed to strengthen all aspects of a person's life: Health & Fitness, Money & Prosperity, Growth & Development and Contribution & Sustainability. And people who grow stronger in these areas tend to be better, happier, more productive employees—because they're better, happier and more productive outside of work, too.



**Contribution &
Sustainability**



**Health &
Fitness**



**Growth &
Development**



**Money &
Prosperity**



Of all of our current Paths offered through the Aduro app, we are finding that our participants have a high affinity toward programs that specifically support their journey in becoming more resilient. Paths such as Change Your Habits, Intro to Mindfulness and Change Resilience fall in popularity rankings of #2, #7 and #9 respectively.

“I have enjoyed the Resilience trainings. I now refocus interactions with others daily based on my core values and impacting situations in a positive way, whether at home or at work. I'd actually encourage all of us to do this training at least once a year to recenter and focus forward. Thanks for the opportunity!”

– Aduro Change Resilience participant

Aduro also offers onsite Change Resilience workshops to different organizations throughout or client-base. These workshops involve smaller, intimate groups of employees that dive deep into uncovering what their own personal values are, and whether the activities they are involved with, in work life and in personal life, are fully supporting those values. The workshops are brought on to support the overall organization's goals in creating a more resilient workforce. And to toot our own horn for a moment, our Change Resilience onsite participants report a satisfaction score of 4.83/5.

“The Path on Change Resilience is relevant for almost everyone. Being flexible and accepting of others is something I have struggled with my whole career. I have gained a different perspective, and I am actively trying to see things differently.”

– Aduro Change Resilience participant



Port of Seattle onsite resilience workshops



A great example of a successful Change Resilience workshop series is one we did with the Port of Seattle. At the time, the Port was experiencing several challenges and changes that were stretching the resilience of leaders and employees to their full capacity. The focus of the session was to bring the team together in a safe and open environment to more deeply explore resilience both personally and professionally. The plan for the workshops started with their human resources team. Then the organization opened it up to all Port employees, offering six on campus sessions throughout the year.

The Change Resilience workshop sessions are focused around 3 main pillars; building self-awareness, deeply exploring personal values, and working toward a greater understanding of personal and professional fulfillment

Near the end of the onsite sessions, we find peers, co-workers, and leaders all becoming more vulnerable, building connection, and supporting one another in building resilience beyond just the two hour workshops.

At the end of the workshop series at Port of Seattle, teams reported having stronger relationships within their teams and an overall strengthened community at the Port. Overall the Port of Seattle has a 95% engagement in the Spirit and Wellness program.

Since working with the Port of Seattle, onsite Change Resilience workshops have been offered more than 20 times in different organizations across the United States. Due to the positive feedback and insights received, onsite Change Resilience was launched as a Path offered to all eligible users who have the Aduro Human Performance program.

To learn more about the Port's program and its successes, watch our video at adurolife.com/resources

“We pride ourselves in offering our employees a holistic approach to health. It’s about designing a plan that fits you, where you’re at.”

**Manette Moses
Director of Health and
Benefits, Port of Seattle**



Now's the time for you to do something

That means you can do more than prevent burnout when you work with Aduro. You can help your organization unlock their resiliency and achieve a greater level of Human Performance.

For a demo of Aduro solution or to learn more about how we can help your employees become more resilient, contact us at adurolife.com/demo-request

Sources:

1. SHRM. "Workplace Burnout is "Epidemic Proportions.'" <https://www.shrm.org/resourcesandtools/hr-topics/employee-relations/pages/employee-burnout.aspx> (2017).
2. American Psychological Association. "Stress in America: Paying with our Health." www.apa.org (2015).
3. Deloitte. "Workplace Burnout Survey." <https://www2.deloitte.com/us/en/pages/about-deloitte/articles/burnout-survey.html> (2015).
4. Aduro. "Human Performance. A Better Approach to Wellness." <https://adurolife.com/humanperformancepaper/> (2016).
5. Harvard Business Review. "1 in 5 Highly Engaged Employees is at Risk for Burnout." <https://hbr.org/2018/02/1-in-5-highly-engaged-employees-is-at-risk-of-burnout> (2018).