

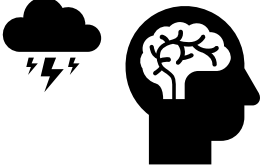


How to avoid HR burnout?

Keynote Speaker: Mikela Fenech Pace
HR Consultant | Executive Coach | Team Coach



HR Transform
The Future of Work

What is Burnout?

	<p>Emotional, Physical and mental Exhaustion</p>
	<p>Being in stressful situations for too long</p>
	<p>Drained, detached, demotivated</p>



Do HR Professionals even realise their levels of stress and burnout?

How to avoid HR burnout?

The day in the life of an HR Professional




0600am



1200hrs

Two types of stress in HR

- Healthy Stress – stress is part of the job 
- Stress that leads to **burnout**



How to avoid HR burnout?

Normal Stress – What is that?



How to avoid HR burnout?

Stress that leads to burnout - let's talk about it?



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How to avoid HR burnout?

How does it make us feel?

- Not being able to do very much
- Not being believed
- Not feeling trusted
- Not being taken seriously
- Feeling like you're going mad





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**Big question – Who
is looking out for HR?**

Burnout busting techniques

- Take things slowly – no rush
- Recognise the process required to get your message across
- Communicate, communicate, communicate
- Change the way you bring issues to the table – use analytics
- Don't jump to conclusions – suspend judgement
- Avoid the vomit trap
- Don't take things personally
- Remember it's just a job
- Detach yourself from the rescuer mentality – you are NOT Mother Theresa
- BELIEVE IN YOURSELF



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“In order to build a rewarding employee experience, you need to understand what matters most to your people.”

Julie Bevacqua



Thank you!

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