Burnout Quiet Quitting & The Great Resignation

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ABOUT **US**

Headquartered in San Diego and Toronto, Breakfast Leadership, Inc represents creative clients throughout the world. Our firm specializes in all workplace challenges, with a focus on burnout prevention, employee retention, and culture.

Tidal wave of people quitting their jobs

Businesses struggling to find help

Quiet quitting

Inflation, supply chain issues

Uncertainty around hybrid work

2021

Americans Quit
47 M

Employee Engagement
36%

Burnout
70%

Inflation
7.7%

Average Salary Increase
3.4%

Fortune 500 2021 Profit
1.8 T

Fortune 500 2021 Revenue
16 T

Quiet Quitting

Is not new

Stick to the Job Description

- **Employees won't work on tasks that aren't theirs**

Unwillingness to go above and beyond

- **Employees aren't willing to work long hours**

Burnout

Is the "new" pandemic

Productivity

- **Employees that are burned out are less productive**

Negative Environment

- **Employees that are burned out are negative**

A Positive & Productive Workplace

Starts with Leadership

Clearly Assigned Tasks

Written tasks, with guidelines and clear due dates and targets

Proper Resources

Give your employees all the tools and resources they need to do the job without you

Availability for Questions

Documented times/dates you are available for questions/inquiries

Let Them Create!

Don't Micromanage your team!

Clear Tasks

Ambiguity creates negative workplaces

1   2   3   4

Step 01

Map out the project or task with all the information that is currently available

Step 02

Document each step/process (use a standard template)

Step 03

Schedule check-ins on the project task, but don't micromanage. Laugh and have fun

Step 04

When a task is completed, take a moment to reflect and review what went well and what could be better

Proper Resources

The right tools make ALL the difference

1   2   3   4

Step 01

Determine what tools and resources your team needs to successfully complete the task/project

Step 02

Document what tools/resources were used

Step 03

Schedule check-ins on the project task, but don't micromanage. Laugh and have fun

Step 04

When a task is completed, take a moment to reflect and review what tools and resources worked well, and which ones didn't prove to be useful

Availability For Questions

Control your availability as a manager

1

Step 01

Once project/task is assigned, establish communication protocols on the project

2

Step 02

As a manager/leader you have to oversee multiple projects/tasks. Oversee does not mean you're working on those projects/tasks

3

Step 03

Use a system to track your projects/tasks

4

Step 04

When a task is completed, take a moment to reflect and review what went well and what could be better

Let Them Create!

Creativity Creates Positivity

1

2

3

4

Step 01

Once the project/task starts, let the employees do the job you've hired them to do

Step 02

Limit check-ins outside of the scheduled check-ins. Use the interactions outside of check-ins as cordial greetings/conversations

Step 03

Know your team

Step 04

Celebrate the completion of work

"If you don't treat people with the respect they deserve, do not expect any kind of commitment to your productivity goals and target."

Ian Fuhr, Sorbet Group

THANK YOU

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