

Handling Live Wires: Psychological Hazards of Leading Others

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A BIT ABOUT US

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Ragan's
WORKPLACE
WELLNESS Hot List
2022 WINNER



- Resiliency Skills
- Change Leadership
- Emotional Agility
- Psych Safety



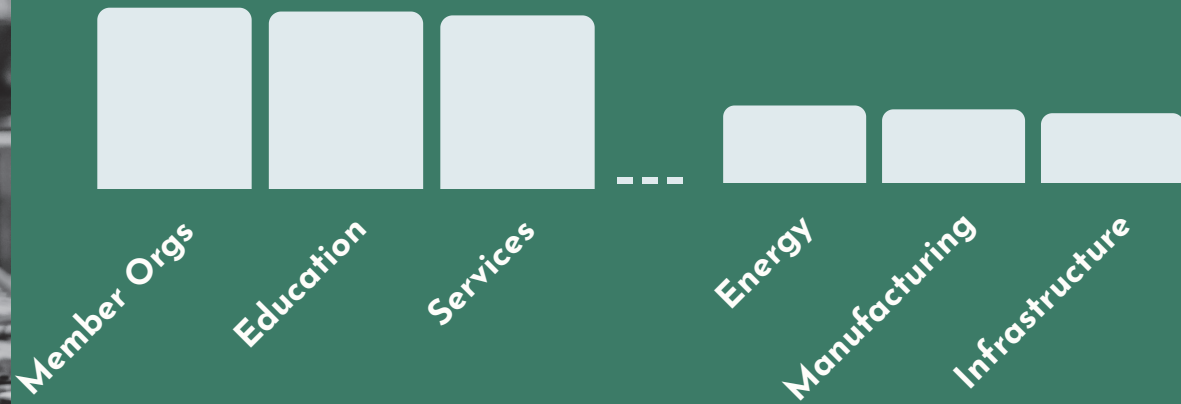
A BIT ABOUT US

- Armed Services
- B-Corps
- Banking
- Behavioral Health Agencies
- Business Consulting
- Cannabis Industry
- Chemical Manufacturing
- Communications
- Consumer-Packaged Goods
- Creative Services
- Customer Service
- Department of Corrections
- Early Childhood Education
- Emergency Services
- Entertainment Industry
- Farming & Agribusiness
- Healthcare Facilities
- Higher Education
- Humanitarian Services
- Investment Banking
- Manufacturing
- Marketing Agency
- Professional Sports
- Project Management
- Nonprofit & Member Organizations
- Restaurant and Retail Management
- SaaS Technology
- Staffing & Recruiting
- Start-Up (Early-Stage / Pre-IPO)
- Veterinary Care
- Warehousing, Distribution & Logistics
- Wealth and Financial Planning





Manufacturing has the 2nd lowest percentage of women in leadership positions



World Economic Forum 2022



Women are

150%

more likely to experience
microaggressions than men



McKinsey 2023



of leaders feel burned out

HRM 2023



of leaders feel burned out

HRM 2023

● ● ●

HOW ARE YOU?



HOW ARE YOU?



I just feel like quitting

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



I don't take pride in my work

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



People or issues easily get on my
nerves

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



I feel like my workplace is
toxic

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



I don't have as much time to plan as I
like

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



I seem to be forgetting things or not as sharp
as I once was

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



I don't think positively about my
job

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



I don't feel like I have anyone to talk
to

1 2 3 4 5

Never Sometimes Very Often

HOW ARE YOU?



I feel unappreciated or under
valued

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



I can be unpleasant with people when they don't deserve it

1

2

3

4

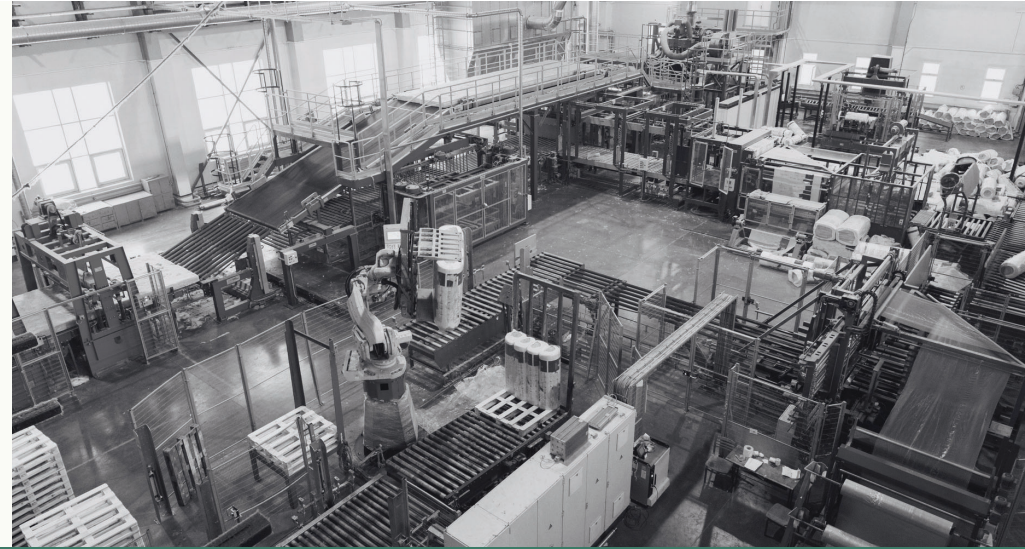
5

Never

Sometimes

Very Often

HOW ARE YOU?



I feel low physical or emotional energy

1

2

3

4

5

Never

Sometimes

Very Often

HOW ARE YOU?



I am unclear or confused about what I need to do at work

1

2

3

4

5

Never

Sometimes

Very Often

HOW DID YOU DO?

13-17

**No Sign
of Burnout**

18-29

**Little
Signs of
Burnout**

30-41

**At Risk of
Burnout**

42+

**Severe
Risk of
Burnout**

adapted from MindTools. Not a replacement for a true diagnosis

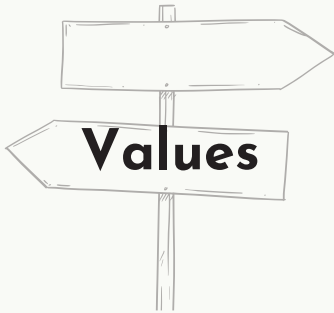
Pay attention to questions with a 5



Workload



Control



Values



Valued



Clarity



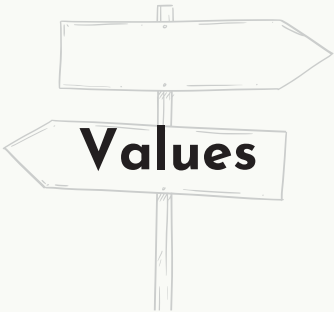
Security

Burnout Causes





Workload



Values



Valued

Burnout Causes





Workload

**90% of workers are
experiencing 'information
overload' at work**



Workload

- Is the workload consistently overwhelming or unmanageable?
- Are you consistently working long hours or experiencing excessive overtime?
- Are deadlines realistic and success metrics clear?
- Is there adequate staffing and resources to support the workload?



Values



**Meaningful work correlates to
54% higher work engagement**



Values

- Do the actions of leaders align to the values of the organization?
- Are you asked to sacrifice standards that are important to you?
- Is ethical behavior encouraged and is unethical behavior dealt with swiftly?
- Can you stand behind decisions made by leadership?



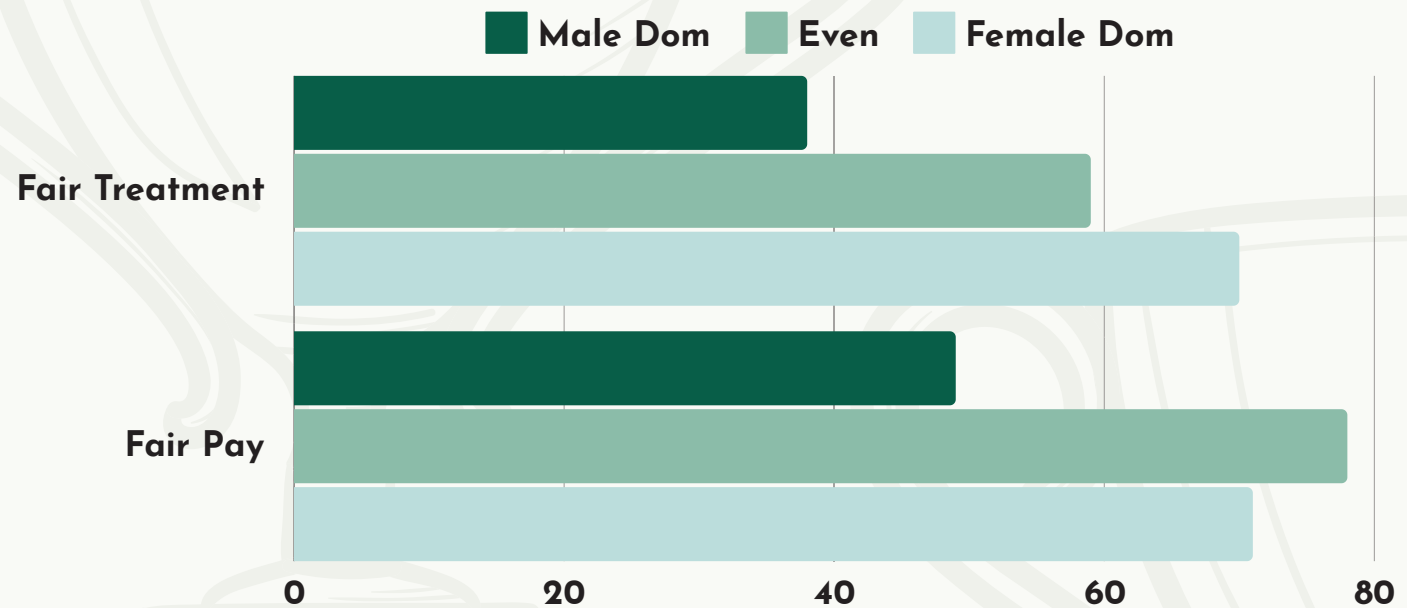
Valued

Male-Dominated Industries Report Higher Instances of Discrimination



Valued

Male-Dominated Industries Report Higher Instances of Discrimination

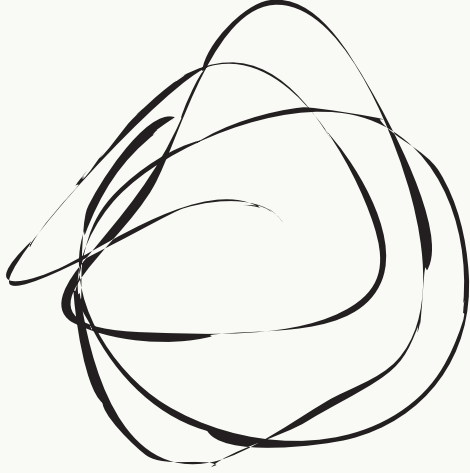
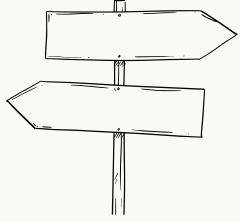




Valued

- Are your efforts, including any emotional labor, valued?
- Do you have access to mentors and advocates to support you?
- Are you excluded from decisions that could benefit from your expertise?
- Is your opinion valued, even if it is different?

BURNOUT

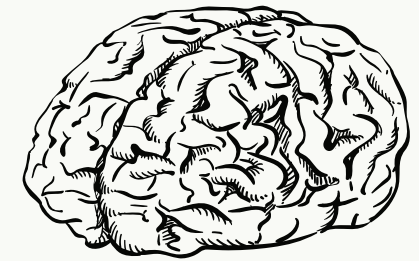


BURNOUT



EXHAUSTION

CYNICISM



COGNITION