

A firefighter in yellow gear is shown from the side, spraying a powerful stream of water from a hose. The water is directed towards a fire in a wooded area. The scene is dark, with the fire providing the primary light source. The firefighter is positioned on the left side of the frame, and the water stream extends diagonally across the middle. The background shows trees and a utility pole.

EXTINGUISHING

BURNOUT

What's Required For Fire?

IGNITION
AIR
FUEL

B
U
R
N
O
U
T



Types of Fuel

Fuel
Kindling
Tinder

B
U
R
N
O
U
T



TINDER - FAIRNESS

FAIRNESS



EQUALITY



EQUALITY = QUANTITY

FAIRNESS = CAPACITY / COMPETENCY

B
U
R
N
O
U
T

KINDLING - Poorly Defined Expectations

Define the WIN

Establish Reasonable Metrics

Time & Workload Management

1-on-1's

B
U
R
N
O
U
T

FUEL - Tasks

THIS IS WHERE BURNOUT LIVES

WHO	Responsibility
WHAT	Aligned with position
WHERE	Workspace dynamics
WHEN	Priorities, deadlines
WHY	Meaningful work
HOW	Training



B
U
R
N
O
U
T

Air – Environment



Autonomy

Train them

Test them

Trust them

B
U
R
N
O
U
T

Air

Autonomy

Hiring

Accountability

Scheduling

B
U
R
N
O
U
T



Visibility

YOU are present (physically & mentally)

Verbal acknowledgements and appreciation of work

Awards/certificates of accomplishment

Celebrations for special days

Working with them

B
U
R
N
O
U
T

Ignition Source

MISMATCHED VALUES

Present in every troubled organization

Hiring problem

Requires more rules to keep team focused and at peace.



B
U
R
N
O
U
T

Ignition Sources

PEOPLE



POLITICS

FAMILY



FAITH

PROMISES



PERSPECTIVES

B
U
R
N
O
U
T



EXTINGUISHING

- ✓ FAIRNESS
- ✓ WORKLOAD
- ✓ AUTONOMY
- ✓ VISIBILITY
- ✓ RELATIONSHIPS
- ✓ VALUES

B
U
R
N
O
U
T



EXTINGUISHING

B
U
R
N
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T

SPRINKLE

PASSION

STIR

PURPOSE

SPRINKLE

PLAN



A firefighter in a yellow suit is shown from the side, spraying a powerful stream of water from a hose onto a fire. The fire is located in a wooded area with a wooden post visible. The scene is dark, suggesting it might be nighttime or in a shaded area. The water spray is bright and creates a misty atmosphere. The text 'EXTINGUISHING' is overlaid in a glowing yellow font across the middle of the image.

EXTINGUISHING

BURNOUT