BURRENCOUR

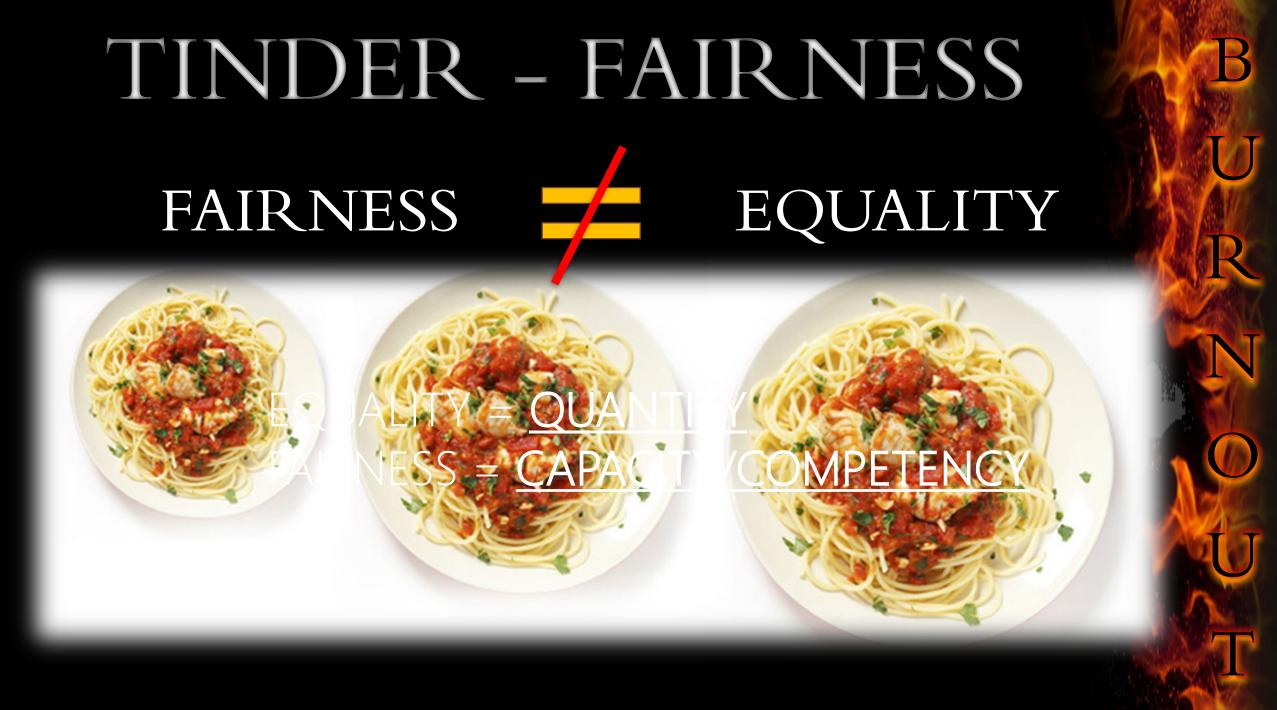
EXTINGUISHING

What's Required For Fire?

IGNITION AR EUE

Types of Fuel

Fuel Kindling Tinder



KINDLING – Poorly Defined Expectations

B

Define the WIN Establish Reasonable Metrics Time & Workload Management 1-on-1's

FUEL – Tasks THIS IS WHERE BURNOUT LIVES Responsibility WHO Aligned with position WHAT Workspace dynamics WHERE Priorities, deadlines WHEN Meaningful work WHY Training HOW

В

Air – Environment



Autonomy

Train them Test them Trust them





Autonomy

Hiring Accountability Scheduling



Visibility

YOU are present (physically & mentally) Verbal acknowledgements and appreciation of work Awards/certificates of accomplishment Celebrations for special days Working with them

Ignition Source

MISMATCHED VALUES

Present in every troubled organization

Hiring problem

Requires more rules to keep team focused and at peace.



Ignition Sources PEOPLE POLITICS

FAMILY

PROMISES



FAITH

PERSPECTIVES,

В

EXTINGUISHING

FAIRNESS **√WORKLOAD** ✓ AUTONOMY **✓VISIBILITY ✓ RELATIONSHIPS ✓VALUES**

EXTINGUISHINGB









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