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Avoiding Team Member Burnout

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Main Idea

There are three ways you can manage team member burnout that's within your control.

But, What's Out of Your Control

For example, Project managers cannot fully reduce email and meetings to stem burnout:

- Team member context switching between 121 incoming and 40 outgoing emails is unavoidable ([Guardian.com](#)).
- Team member meetings stealing 31 productive hours monthly is also unavoidable ([Zippia.com](#)).
- Team member dealing with [Technostress](#) and [Zoom Fatigue](#) is also unavoidable ([Harvard Business Review](#)).

However, there are five ways project managers can address resource burnout.



Facts

Burnout — as opposed to more run-of-the-mill stress — can cause you to “feel utterly depleted,” says Susan David, a founder of the Harvard/McLean Institute of Coaching and author of *Emotional Agility*. And it “can permeate all aspects of your life. ([HBR](#))

Stats

- 85% said their well-being had declined.
- 56% said their job demands had increased.
- 62% of the people struggling to manage their workloads experienced burnout “often” or “extremely often” in the previous three months.
- 57% of employees felt that the pandemic had a “large effect on” or “completely dominated” their work.
- 55% of all respondents didn't feel that they had been able to balance their home and work life — with 53% specifically citing homeschooling. ([HBR](#))



Well, I Recommend Three Ways

Anna Balyuk of www.epicflow.com posted an article titled, “[5 Signs of Bad Resource Allocation and How to Improve It with a Resource Management Solution.](#)”

Anna shared five levers project managers pull to reduce team member burnout.

I selected three:

LEVER	PROBLEM	SOLUTION
Workload	Too much work crushes good team members and prevents underperformers from pulling their weight.	Check and rebalance workloads regularly by asking three questions: <ol style="list-style-type: none">1. Tell me about your workload, so we can make sure it is balanced.2. How can I help you reach your desired level of work engagement and results?3. How can I help you remove a barrier to effectiveness evidenced by a recurring mistake in your work?
Disengagement	Routines can become so routine that people stop doing them.	Make sure your people get a monthly diet of challenging work, coaching feedback, and development opportunities leading to a promotion, leadership opportunity, knowledge sharing/receiving impactful training, and more.
Mistakes	Not root-causing and resolving mistakes pisses people off and increases the negative impacts of 1 and 2 above.	Stop accepting mistakes made by you and your team members. Replace mistakes with guidance and accountability. For example, team members are not writing, sending, and storing weekly meeting notes in the collaborative tool. You must demonstrate the right behavior, then call for team member compliance. Keep calling for compliance until it happens not until you get tired.

Conclusion

Project managers can alleviate some team member burnout by pulling three improvement levers in the team member’s work environment.

Call to Action

The world needs us – get equipped for a world of projects producing exponential value! Finally, [Global demand for Agile/Scrum/Product Management expertise](#) is heating up for PMs with this experience and may be the key to your prospering in the new remote economy.

It’s only a matter of time before it intersects with your work or influences your opportunities.



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