

Searching for Serenity

Burnout Prevention Session training proposal

April 2021

Purpose of training: provide a short, practical and interactive wellbeing training and support session for staff, together with helping to with feedback to tailor the wellbeing plan following the session. This session is intended to be educational, informative and provide a basic understanding and language around burnout in a professional environment.

Details of proposal:

A one hour live video training session consisting of;

- a 50 minute bespoke training delivery focussed on burnout, how to identify and manage it, the impact of the current pandemic on the stress levels, resilience and adaptability of professionals;
- 10 minute QnA and facilitated discussion session
- Polling to conclude the session, to help understand the needs of the current delegates and assist in shaping a wellbeing plan moving forward.

Proposed cost of training: £550

Scope of proposal:

- Up to 1 hour of discussion with the relevant wellbeing team to discuss the focus of the training, to develop a bespoke session tailored to the current needs of the cohort
- Up to 1.5 hours of content creation and development ahead of the conference
- Up to 1 hour of content delivery on the day.
- Up to 1 hour of polling analysis, report creation and discussion as required to provide a more detailed overview of the requested training and support derived from polling at the end of the session
- Live delivery to up to 30 delegates, with no replay available. Multiple sessions/extended group sessions are available on request.
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Why burnout prevention?

A burnout prevention session is intended as a 101 entry level course, dealing with broad concepts together with an initial coping strategy. It's intent is to help individuals identify burnout behaviours and take action, as well as develop a common language and open the door to discussion about what causes us stress and struggle at work, helping to shape a meaningful, delegate-driven wellbeing plan moving forward.

Training content:

To be tailored with input from the wellbeing team, this content can focus on what burnout is and how to manage and reverse it, dealing with stress and burnout in a pandemic-adapted world, managing competing priorities and maintaining and improving resilience whilst adapting to change.

Burnout has become a hot button topic in recent years, with the World Health Organization's new definition of burnout being released in May 2019. Recent studies have shown that burnout is a more widely spread problem than is commonly believes, with recent polls showing sharp increases in workers reporting experiences of burnout, and 76% reporting experiencing burnout some or all of the time in March 2020.

The impact of adapting to change, adjusting to new ways of working and dealing with the challenges of social distancing, home schooling and lockdowns, on a demographic that may already have been significantly affected by burnout can result in a loss of engagement, lowered billing and productivity, absenteeism and presenteeism, difficulty maintaining positive working relationships as well as more serious personal impacts such as physical and mental health, depression and anxiety.

By focusing on what burnout is and how resilience can prevent burnout, we can provide a practical toolkit to professionals who may be silently struggling.

Benefits of burnout training:

- Fast, to the point and practical, burnout prevention training is about immediately implementable changes and tools to an instant result.
- Burnout has overlaps with many mental health and wellbeing topics, without inviting the stigma and reluctance to engage that many mental health topics can create. Burnout is about working too hard for too long and as such provides more psychological safety and less vulnerability for attendees and as such invites more interaction and discussion.
- Recently polls (Gallup, 2018 and 2020) demonstrate that burnout is a widespread issue; 67% of workers reported experiencing burnout in 2018, 76% in 2020. Burnout bears a strong relationship with presenteeism and lowered performance (reduced efficacy and exhaustion being a key part of the definition).
- Engaging with resilience training can help lower absenteeism and presenteeism, increase billing, productivity and profitability and reduce the cost of stress and burnout.

About the trainer – Leah Steele

I am a former lawyer and founded Searching for Serenity in 2016 following my own issues with burnout and imposter syndrome. I have since carried out more than 500 hours of mentoring and training with individuals and developed more than 3 dozen courses and home study programmes.

In October 2019 I launched the corporate arm of the business and (despite three lockdowns in the UK since then) have since worked with more than two dozen corporate clients to deliver bespoke training sessions to more than 1,200 delegates. Past and current clients include DLA Piper, Top 100 law firms such as DAC Beachcroft and Foot Anstey as well as high street law firms, law societies and professional services providers such as Conscious Solutions and Westcountry Case Management.