BEATING BURNOUT IN A DISTANCED NEWSROOM

STAGES OF BURNOUT
• PROVE MYSELF
• WORK HARDER
• DO WHATEVER IT TAKES
• SOMETHING FEELS WRONG
• WORK THROUGH IT
• WHAT AM I DOING?
• WHAT’S THE POINT?
• JUST GET THROUGH IT
• I’M DONE.

SYMPTOMS OF BURNOUT
• SLOPPY WORK
• LOST CONFIDENCE
• DISTANCING FROM THE TEAM
• AVOIDING MEANINGFUL DISCUSSION
• INSENSITIVITY
• SARCASM
• LACK OF COMPASSION
• MISSING DEADLINES
• MISSING WORK

KEYS TO PREVENTING BURNOUT:

TRUST
Give your team the control to make decisions, solve problems and do what they need to do.
• Aim for flexibility, not rigidity
• Communicate about coverage goals and strategies and the larger business picture.

STABILITY
Amid so much uncertainty, be as transparent and connected as you can.
• Offer hands-on help with in-home setups
• Set up open conference lines with the newsroom and remote teams

HOPE
At a time when it’s easy to feel alone, show your team the incredible difference they are making.
• Find opportunities to say “let’s see more of that!”
• Keep the newsroom camaraderie going with virtual game nights

COMPASSION
Great leaders care about the work, but, more importantly, about their people.
• Make sure your team are taking time off
• Set up Care Committees to support and celebrate team members

RTDNA