

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