

Seven *Updrafts* for Workplace Burnout

Creating lift without asking people to fly harder

Burnout develops when work demands chronically exceed the resources available to meet them. It commonly shows up as exhaustion, growing distance or cynicism toward work, and reduced professional efficacy. Personal action matters, but workplace design matters too

<i>The Updraft</i>	<i>A Personal Practice</i>	<i>A Workplace Responsibility</i>
POSSIBILITY: Make a better future visible	TRY: Name one part of work that could become more manageable or meaningful.	CHANGE: Listen without defensiveness. Show that speaking up can lead to a real change.
DIRECTION: Turn uncertainty into a next step	TRY: Choose the smallest useful action. Ask what matters most now.	CHANGE: Set clear priorities - and say what will stop, wait or receive fewer resources.
MEMORY: Reduce the load on an exhausted mind	TRY: Externalize work: write it down, use prompts and create simple routines.	CHANGE: Simplify systems. Document decisions. Reduce needless meetings, switching and duplicate work.

One small step: Choose one updraft. Write one personal action and one workplace change you can begin within 24 hours.

Burnout framework informed by the World Health Organization.

Seven *Updrafts* – continued

<i>The Updraft</i>	<i>A Personal Practice</i>	<i>A Workplace Responsibility</i>
HUMOUR: Create light without minimizing pain	TRY: Use kind, well-timed humour to loosen tension and regain perspective.	CHANGE: Make room for humanity. Never use humour to dismiss distress or target someone with less power.
VITALITY: Protect the body's capacity to recover.	TRY: Treat sleep, food, movement, breaks and health supports as foundations, not rewards.	CHANGE: Design sustainable workloads and genuine recovery time. Wellness perks cannot compensate for chronic overload.
CREATION: Restore agency by making something.	TRY: Improve, rearrange or create one small thing. Progress can rebuild self-efficacy.	CHANGE: Give people meaningful influence over how work is done. Encourage experimentation and improvement.
BELONGING: Make recovery a shared practice.	TRY: Tell one trusted person what is happening and what support would help.	CHANGE: Build psychological safety, peer connection and dependable manager follow-through. Nobody rises alone.

A five-minute demand-resource check

What's draining capacity?

What can stop, wait, or change this week?

What resource is missing?

Who will own the change?