THE village
FAMILY SERVICE CENTER
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Keeping in touch
FOR SUPERVISORS

breaking THE BURNOUT CYCLE



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Supervisors play a critical role in managing and supporting their teams. They are responsible for balancing needs, navigating challenges, monitoring productivity and so much more. Over time, this can take a toll on supervisors, which could lead to their teams feeling the effects.

When managing teams, supervisors play a big role in a variety of things, not just task-oriented, but also their teams' overall mental health and potential burnout. As supervisors, we need to be aware of what to look for with our teams who may be experiencing burnout.

Some things include:

- Decline in work speed and quality
- Disengagement (being quieter in meetings, contributing fewer ideas, etc.)
- Attendance changes
- Overworking behaviors (not taking PTO, working over normal hours)
- Negativity/irritability in the workplace

When supervisors recognize this, it is important to meet with your staff either as a team or individuals and have conversations about workload, how everyone is feeling, what everyone needs and how to compromise to make sure those feelings of burnout are heard and addressed. It may not be something that can be changed right away but could be an opportunity to look at how to better manage stress and workload to begin reducing burnout.

Supervisors also have to be mindful of their own burnout. As supervisors, we need to be aware of our own signs of burnout which can look like not taking PTO, working past scheduled hours, not delegating tasks as needed, overscheduling yourself with meetings/tasks that could be done at a later date, etc. Our team will model what we do as supervisors, and if they see us doing these things, it may lead them to feel that they must do the same. We need to be able to lean on our support systems as well just like we are asking our staff to do and model the behavior we are asking of them.



As supervisors, we must remember to take care of ourselves and not just our team. Burnout is something many people face and it is not a sign of weakness or not being able to do your job. It is a sign that some things need to change. Recognizing these signs, creating new plans, new boundaries, taking time for yourself, and practicing self-care will not only help you as a supervisor, but model to your team that you can't pour from an empty cup and creating a healthy workplace is the reward for having a great team with a great supervisor.