

At Connect the Dots Consulting, we are committed to providing practical and timely leadership coaching and development. At a time when leaders are stretched to the limit, we want to share a Toolkit for effectively leading and connecting with your teams.

Virtual Burnout: It's Real – Here are tips to address it!

The novelty of Zoom calls and seeing our coworkers' pups and funky plants has long worn off!



Now that the Memorial Day weekend is behind us and the reality has set in that wfh (work from home) will part of our summer, many of us are feeling burned-out.

Our clients and colleagues are seeing virtual burnout show up in several ways:

- Keeping the video off in meetings
- Not showing up for meetings
- Multi-tasking during virtual meetings
- Switching from video platforms to audio calls

Why are we so tired and burned-out?

- We have to work much harder to pick up on non-verbal communication when on screen.
- When there are multiple people on a video call, we are working to pay attention to each person. This state of “constant, partial attention” is draining!
- We are having calls in the morning, afternoon, and evening—it all runs together without clear, specific physical breaks.

How can we address burnout and maintain connectedness?

Many leaders continue to express that their teams are highly connected and have been very productive as they work from home, despite these challenges. Here are some ways to keep that connectivity while addressing the burnout.

- **Empathetically recognize the stress that working from home creates.** Consider individual circumstances and make adjustments where needed.
- **Regularly check-in with team members.** Watch for—and address—signs of burnout.
- **Identify and discuss your own strategies to deal with burnout.** Ask your team to share theirs.
- **Review your current meeting cadence.** Does it still make sense and address current priorities?
- **Require an agenda with a purpose for each meeting.** Stay focused and track action items.
- **Include only those team members who really need to be in the meeting.** Create a communication cascade to keep others informed of outcomes.
- **Mix up your meeting “channels.”** Use Zoom or Teams when you need to share documents, etc. and encourage team members to use their video to increase connection and reduce multi-tasking.

Although executive leadership may have less flexibility with their own schedules, their teams are relying on them to create an environment where it's okay to turn off the camera and/or phone!

We would appreciate hearing from you about which strategies that are working or not working in our newly-defined and evolving workplaces. Please drop us a note, follow us on LinkedIn and Twitter, or check out our [website](#).