



Beat Burnout with Compassionate Leadership

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Tech Talent North

**Beat Burnout With
Compassionate Leadership**

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DNEG

June 8, 2022

DNEG

Our Vancouver studio is located on the traditional, ancestral, and unceded territories of the x̱w̱məθḵw̱əy̱əm (Musqueam), Sḵwx̱w̱ú7mesh (Squamish), and Seḻḻw̱iṯuḻh (Tsleil-Waututh) Nations. We respect the continued connections with the past, present, and future in our ongoing relationships with Indigenous and other peoples living on this land. DNEG emphasizes that it's crucial to be informed on the consequences and ongoing actions of settler colonialism. We strongly encourage everyone to learn about the history of these lands.



Learning Objectives

- 5 Stages of Burnout
- Defining **Compassionate** Leadership
- Explore the Neuroscience of **Compassion**
- Compassionate Leadership Starts with **Self Compassion**
- Practical Strategies for Integrating **Compassion** at Work

5 Stages of Burnout



Describe the feeling
of burnout.



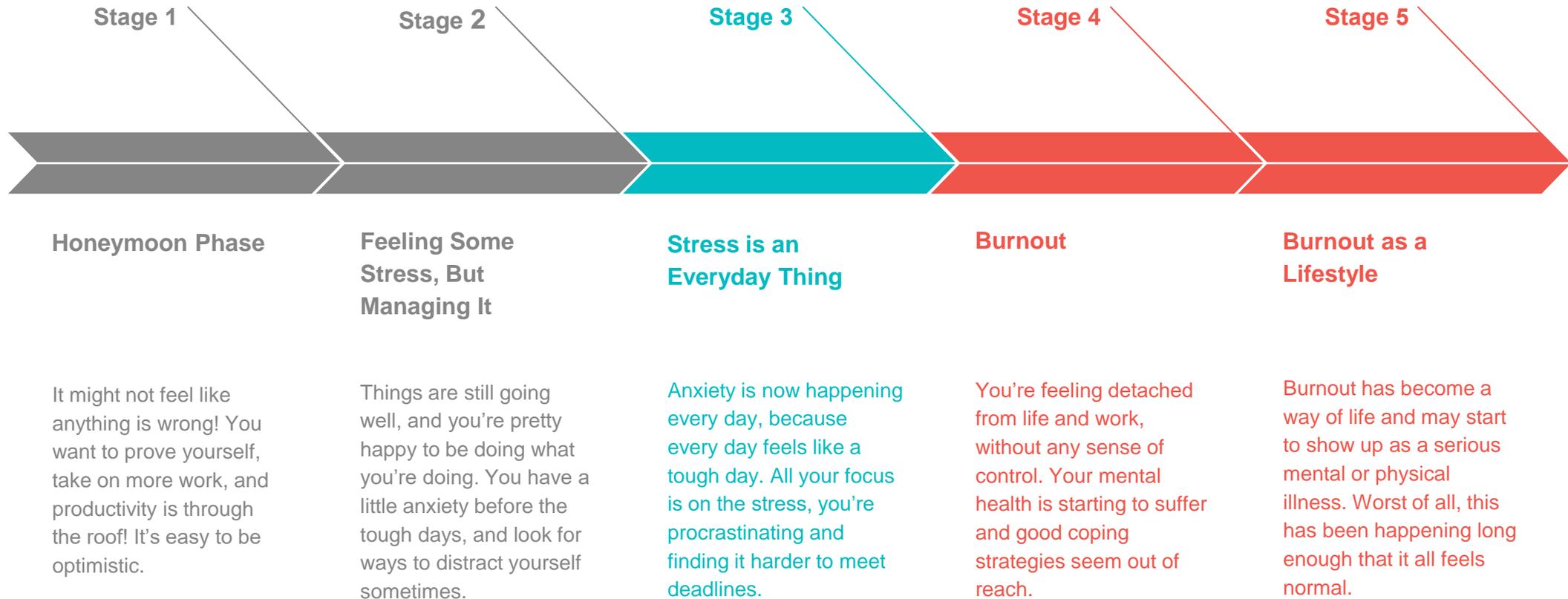
A debilitating psychological condition brought about by unrelieved work stress, resulting in:

- Depleted energy and emotional exhaustion
- Lowered resistance to illness
- Increased depersonalization in interpersonal relationships
- Increased dissatisfaction and pessimism
- Increased absenteeism and work inefficiency

Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:

- feelings of energy depletion or exhaustion
- increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
- reduced professional efficacy

5 Stages of Burnout



Source: Robert L. Veninga and James P. Spradley

**Burnout is the loss of meaning in
one's work.**

Source: Dr. Rachel Naomi Remen

77% of respondents say they have experienced employee burnout at their current job, with more than half citing more than one occurrence.

Source: Deloitte Workplace Burnout Survey 2018

79% of employees had experienced work-related stress.

Source: American Psychological Association Work and Well-being Survey 2020

A July 2021 survey by The Hartford found that more than 60% of U.S. workers were experiencing burnout.

Source: The Hartford

98% of HR professionals are burned out. Of the HR professionals surveyed, 94% said they felt overwhelmed in the past six months, while 88% of respondents said they dreaded work.

Source: Workvivo 2022



Defining Compassionate Leadership

A woman with brown hair, wearing a heavy, fur-lined winter coat, is looking towards a dark-colored dog. They are in a snowy, outdoor setting. The scene is dimly lit, with a blueish tint, suggesting a cold, overcast day. Snowflakes are visible in the air. The dog is looking back at the woman. The overall mood is somber and contemplative.

What is **compassion**?

com

with, together

pati

to suffer

“to suffer together or the feeling that arises when you are confronted with another’s suffering and feel motivated to relieve that suffering”

Source: Greater Good, Berkeley

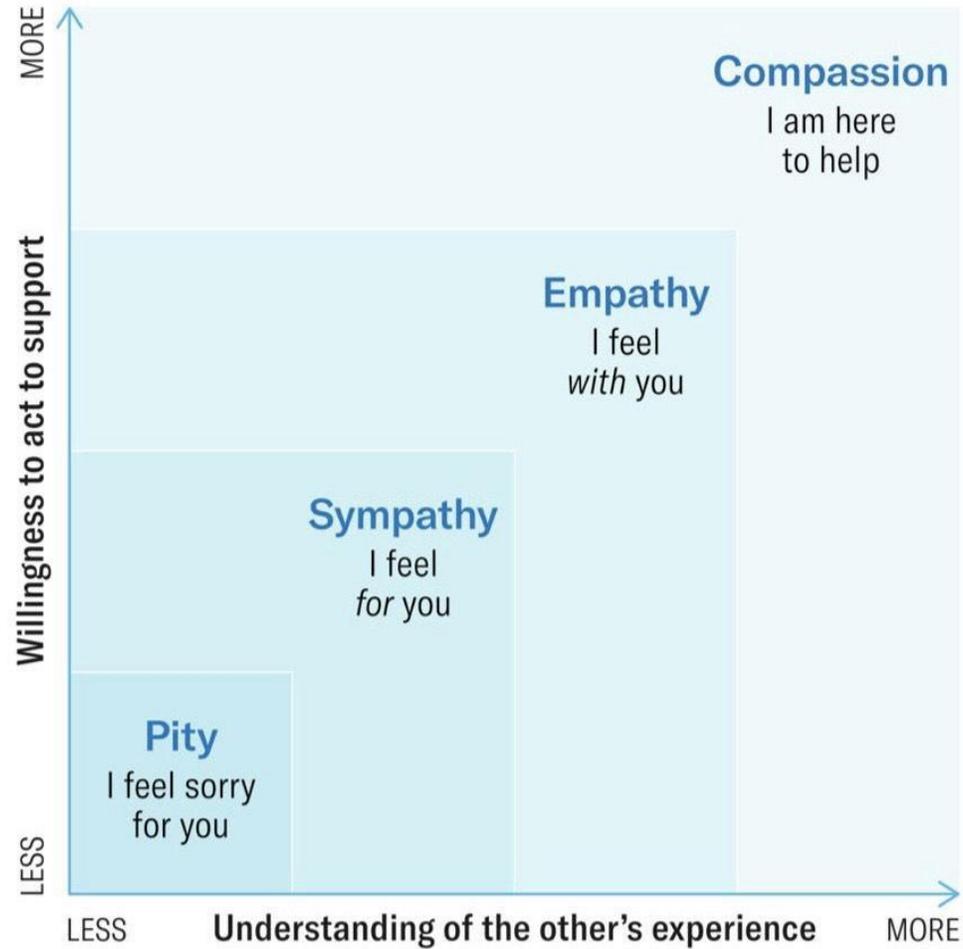


What is the difference between
compassion and empathy?

“Empathy is feeling what another living thing feels. **Compassion** is a more objective form of empathy, where you see the world through their lens, you understand what they feel and **you’re in a position to do something about it.**”

Source: Jeff Weiner, CEO of LinkedIn

Compassion Goes Beyond Sympathy and Empathy



Source: Potential Project



Compassion is empathy plus action.

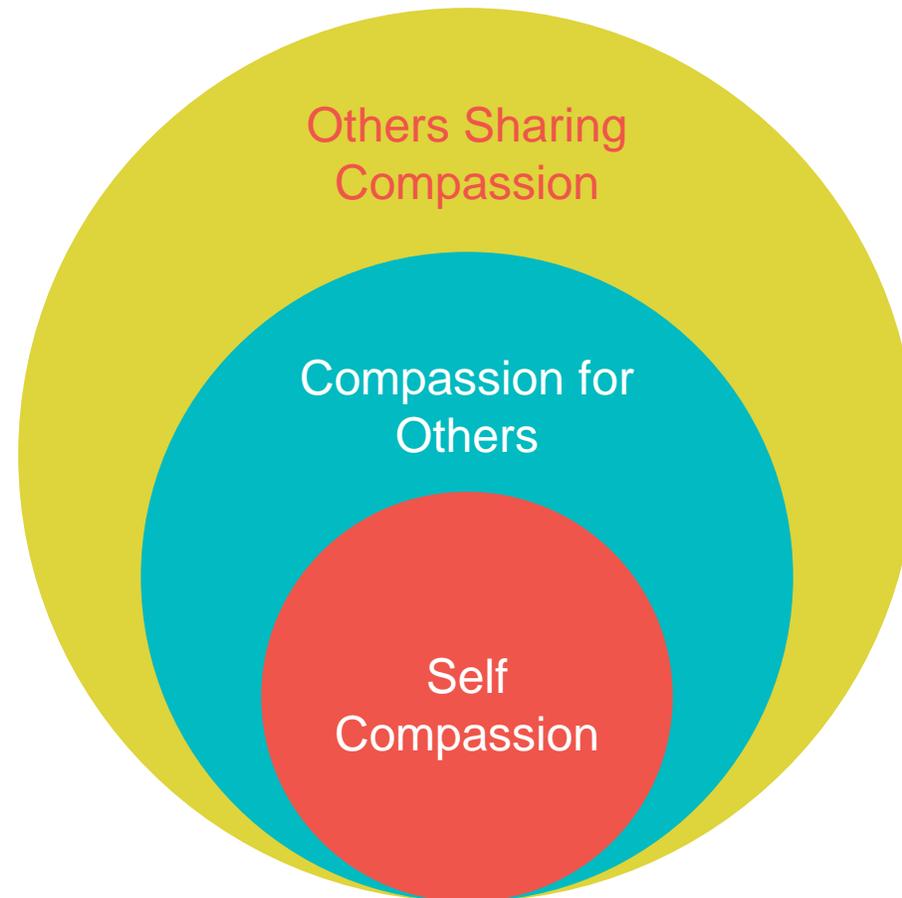
A person is shown in profile, facing right, against a dark blue background. A bright, glowing yellow ring or halo surrounds their head. The person is wearing a dark blue hoodie and a thin necklace. The lighting is dramatic, highlighting the person's features and the glow of the halo.

What qualities define a
compassionate leader?

“**Compassionate** leadership is the ability to do hard things in a human way.”

Source: Rasmus Hougaard, Jacqueline Carter, and Nick Hobson

Three Dimensions of Compassion



SELF COMPASSION

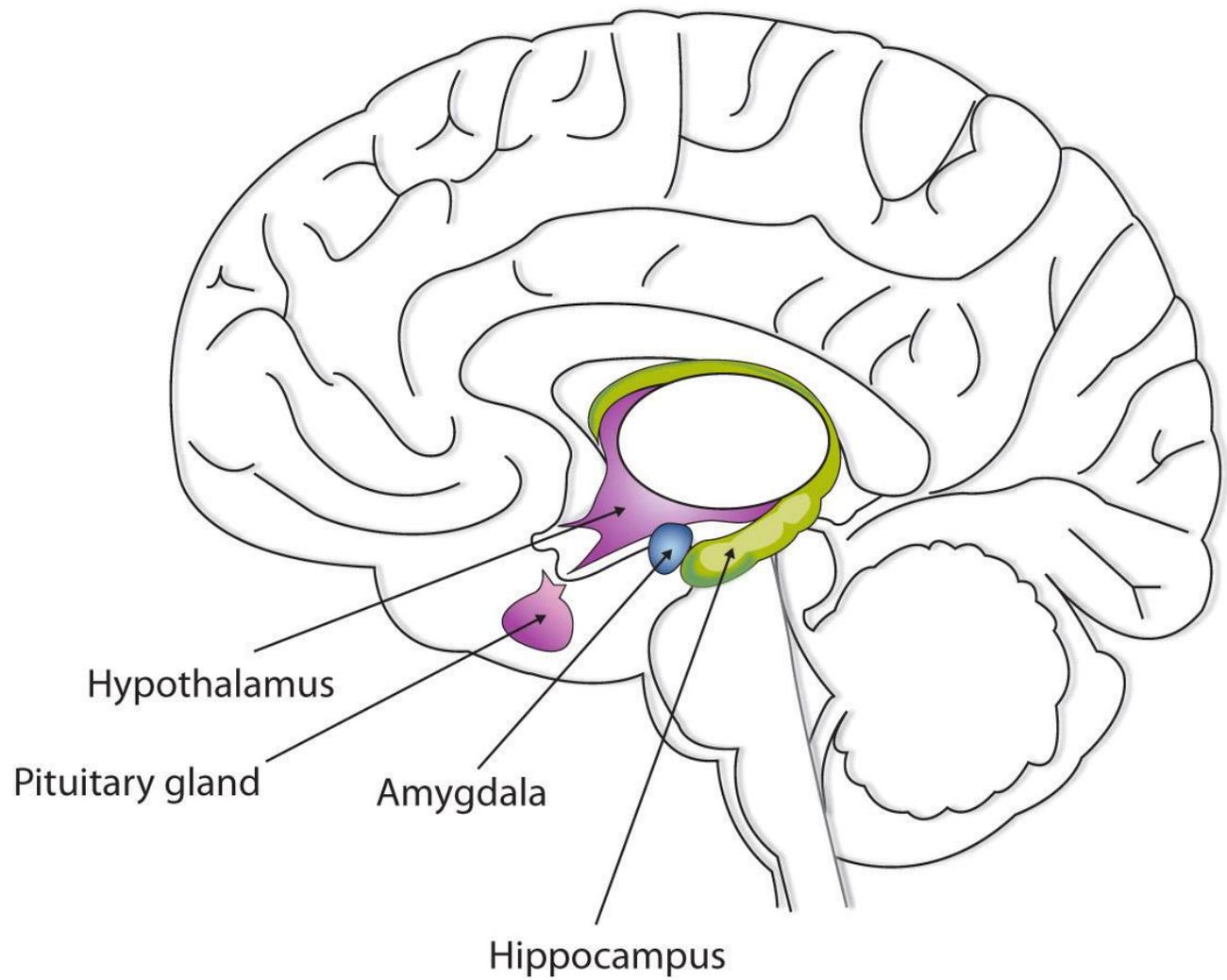
self aware
self acceptance
self forgiveness
mindful
express gratitude
stay curious
embody a growth mindset
strengthen courage
lifelong learner
kindness
strengthen vulnerability
responsible and accountable

COMPASSIONATE LEADERSHIP

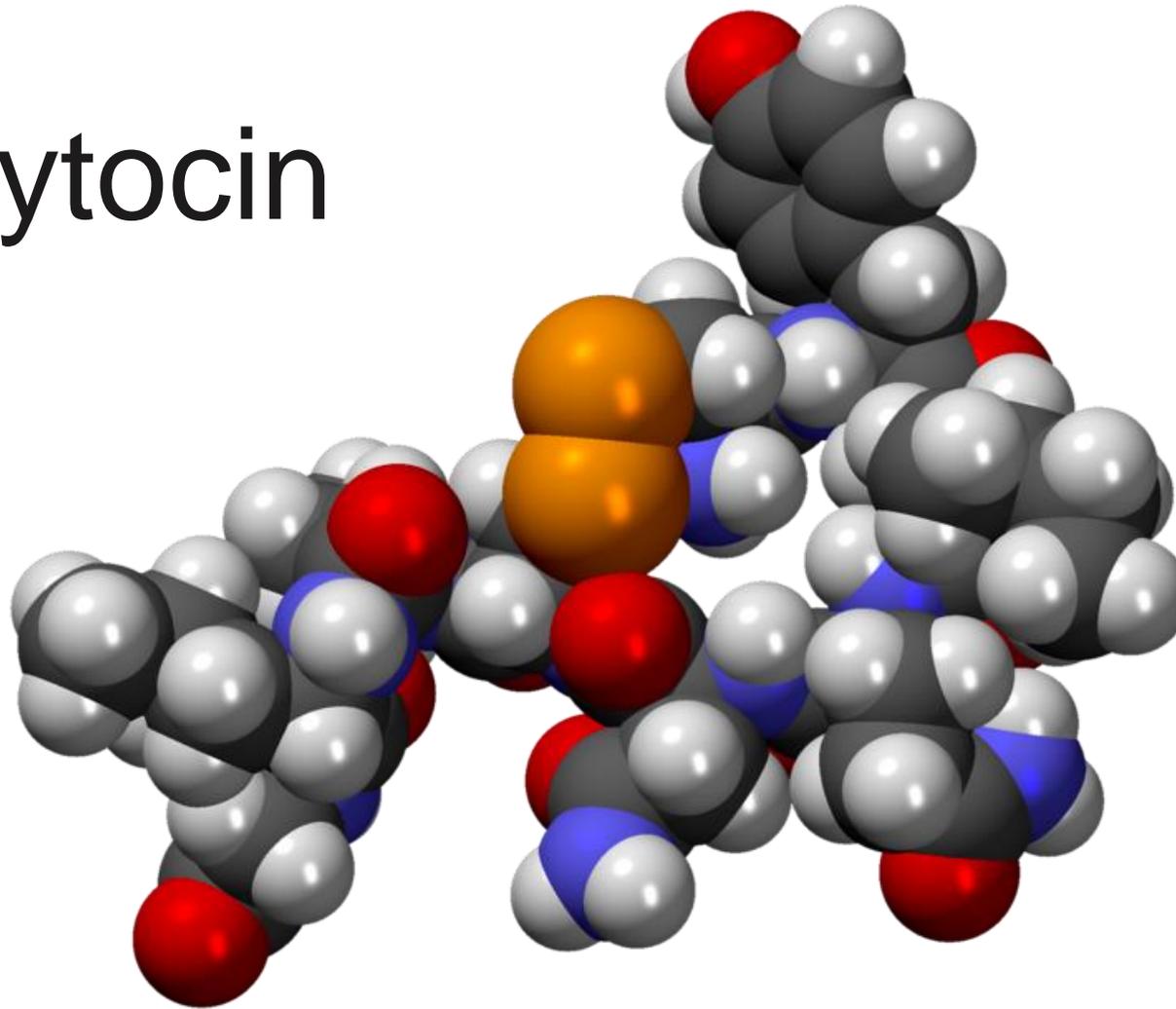
intentional
present
listens to understand
leads with purpose
values driven
caring and loving
serves others
focuses on the greater good
collaborative
see others' potential
champions and encourages others
builds community



Explore the Neuroscience of Compassion



Oxytocin



“**Oxytocin** is a neurotransmitter and a hormone that is produced in the hypothalamus; associated with empathy, trust, bonding, connection, and relationship-building.”

Source: Medical News Today

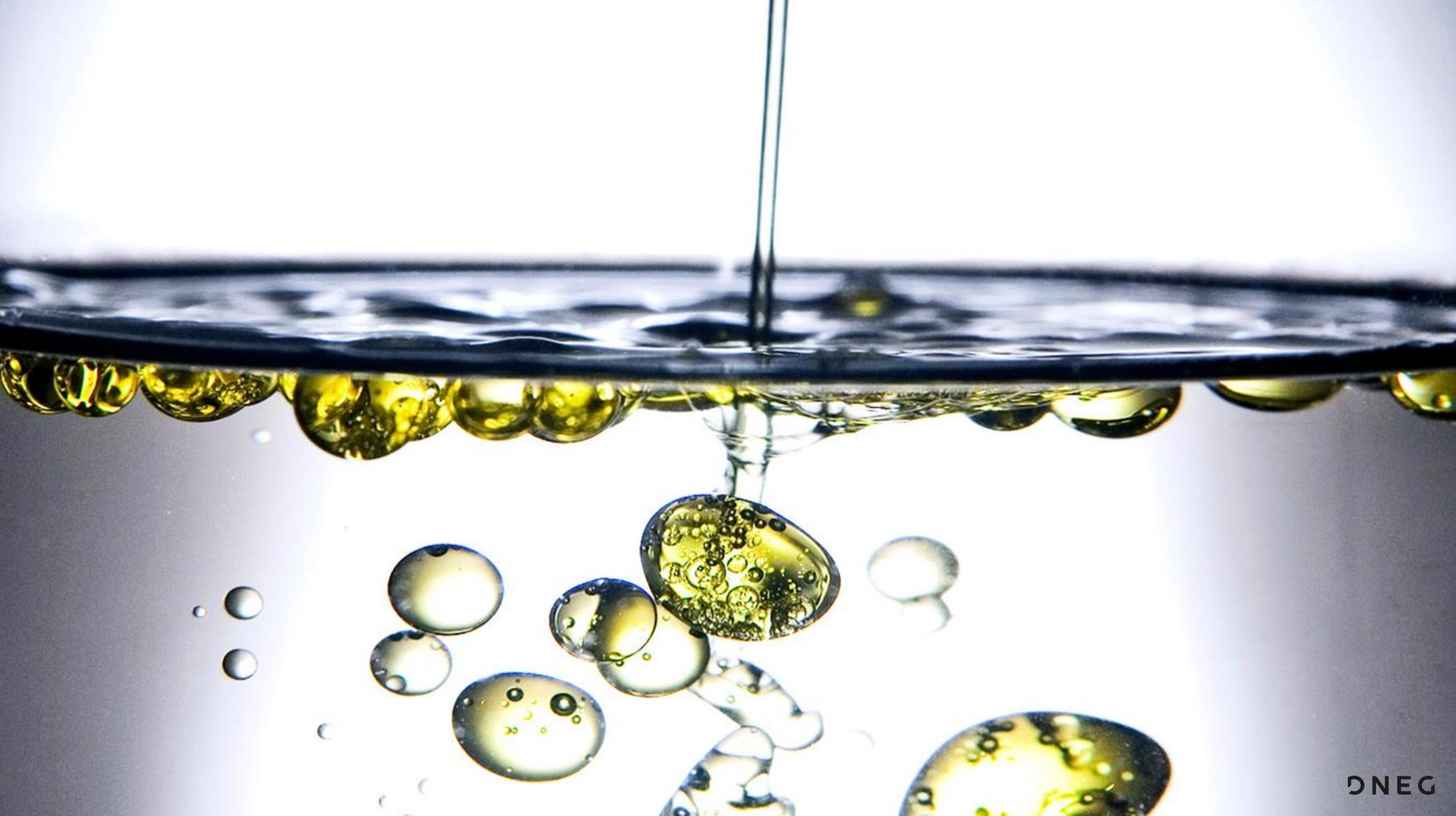


Cortisol



“Cortisol is a stress hormone; interferes with learning and memory, lower immune function and bone density, increase weight gain, blood pressure, cholesterol, heart disease, increase risk for depression, mental illness, and lower life expectancy; decreases resilience.”

Source: Psychology Today



Compassionate leadership
supports to lower cortisol levels
and increases oxytocin.



Practical Strategies for Integrating Compassion at Work



Let's strengthen our
self compassion!

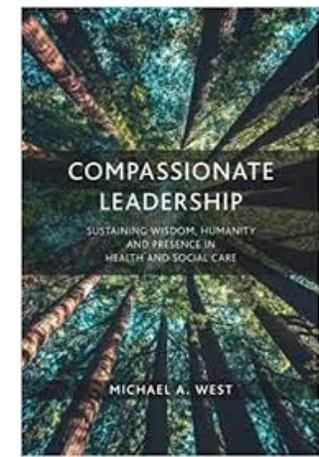
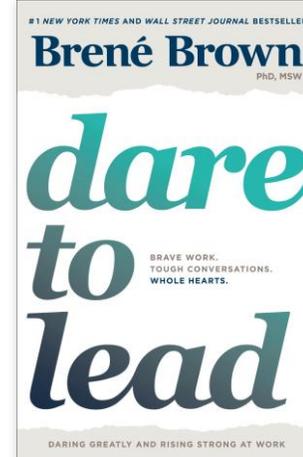
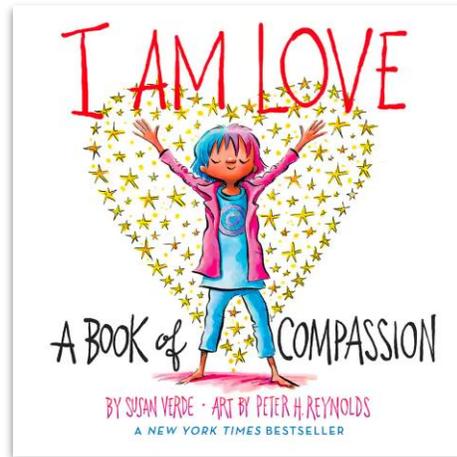
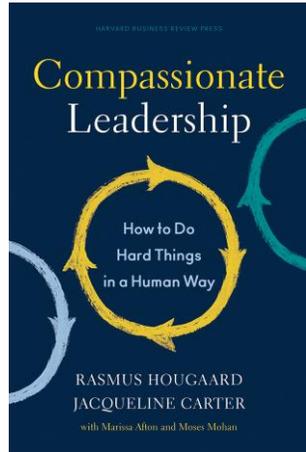
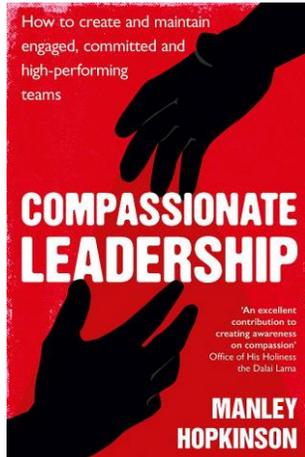
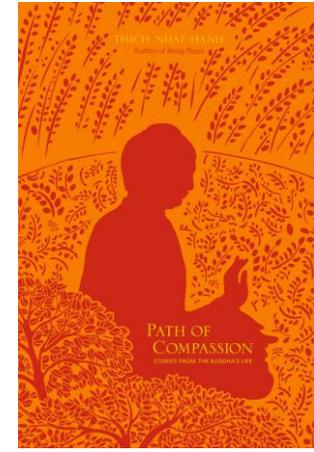
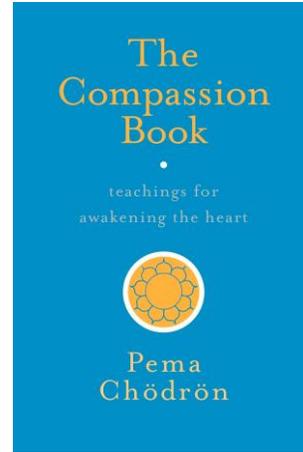
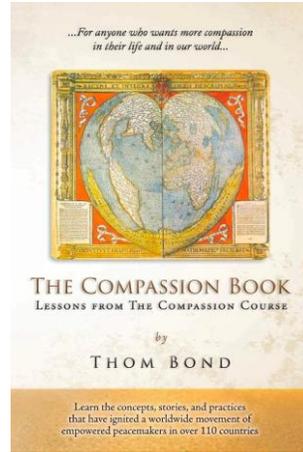
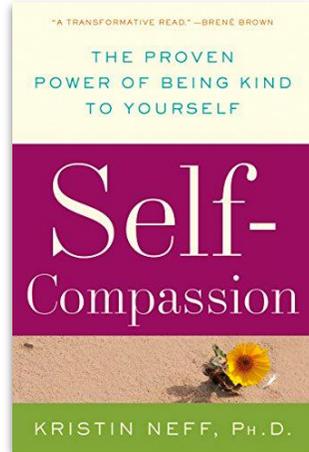
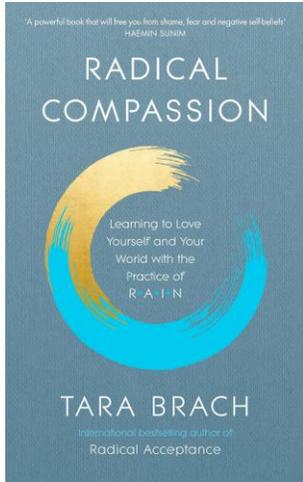
What are three things that you are most proud about yourself?

6 Practical Strategies for Self Compassion

1. Set boundaries - say no, build in breaks between meetings, and take Duvet Days
2. Be mindful - take the time to listen to yourself and allow yourself to just be
3. Create a morning ritual - start your day right
4. Practice gratitude - focus on what's good - our thoughts are powerful!
5. Become self-aware - the more you know yourself, the more you can love and accept yourself
6. Strengthen vulnerability - ask for support - we are stronger together!

Session Summary

1. We are all experiencing some level of burnout.
2. Compassion is empathy plus action.
3. Compassionate leadership starts with self compassion.
4. To strengthen our self compassion requires us to become more self-aware and to make it a daily practice! Rewire our brains!
5. Compassionate leadership minimizes burnout, increases our resilience, and creates cultures of belonging.



Assessment: Are You a Compa x +

hbr.org/2018/05/assessment-are-you-a-compassionate-leader

Harvard Business Review

Leadership | Assessment: Are You a Compassionate Leader?

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Leadership

Assessment: Are You a Compassionate Leader?

by Rasmus Hougaard, Jacqueline Carter, and Jason Beck

May 15, 2018

anbileru adaleru/noun project

Harvard Business Review

How Leaders Can Build Connection in a Disconnected Workplace

Free download

Summary. Compassion has become increasingly recognized as a foundational aspect of

Resources

[MCKINSEY: Tuning in, turning outward: Cultivating compassionate leadership in a crisis](#)

[HBR: Assessment: Are You a Compassionate Leader?](#)

[HBR: Self-Compassion Will Make You a Better Leader](#)

[HBR: Give Yourself a Break: The Power of Self-Compassion](#)

[The Science of Self-Compassion | Kristin Neff | Talks at Google](#)

[LinkedIn CEO Jeff Weiner on Compassionate Management | Stanford](#)

[Boundaries with Brene Brown](#)

[DELOITTE: Workplace Burnout Survey](#)

What's one thing
you will do today
to strengthen your
compassion?





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