

BURNOUT - WORK/LIFE BALANCE - MITCH DEMINSKI

After completing this session the attendee will be able to

1. Identify symptoms of worker burnout
2. Factors to an unbalanced work life
3. Show your fellow employees you care for their well being
4. Create an office that is productive and a fun place to work so your team doesn't want to leave

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Mayo Clinic definition of Burnout

Are you cynical, critical, drag yourself to work, irritable with co-workers, clients and residents, lack energy, use food, drug or alcohol to feel better, or change in sleep.

Burnout is due to working long hours, your in a helping profession, lack of control of your schedule. You may suffer from stress, HBP, fatigue, insomnia, anger, sadness, substance abuse or poor diet.

Is this our job description!?

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A bad day requires immediate action

- Take to lunch
- Bad night - let them sleep in
- Have dinner delivered to to their house
- Cut out early
- Remote work? It can be done.

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Get to know you team members

- Birthday lunch + impersonator
- Lunch with a celebrity
- Spa day
- Charity of their choice
- Sponsor the kids
- Bombpops on the last day of school
- Dave Matthews concert

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Team motivation – Rowing in the same direction

- Google Reviews – Name mention gets gift cards
- Kelly Cash
- Growth bonus/No one stars – Food Truck, pancakes, Ice cream, hot chocolate , donuts, cookies (the good ones!!!)
- Recognize in front of peers – applause, balloons
- Shark tank – Improvement ideas
- Marc Cunningham viewing party with popcorn.
- Team fitness goal – join a 5K charity walk.
- Ring the bell for new business!

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Make your office fun!

- Start a Bowling/Softball/Pickleball team
- Long meeting at Dave and Busters (PINS)
- Tacos and Margies for Cinco de Mayo
- Bring your pet to work
- Potluck
- Bring in a T.V. for the Olympics or March Madness.
- Make up names for people (Dr. Doolittle, Crypto Bro)
- Your own Nicknames
- Fire a client party
- Decorate each office - paint, rug, lights etc.
- Marco Polo - Man on the street
- April fools day - bring in Slime or Silly String

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Make your office fun!

- Manicurist/masseuse for the day.
- Start a book club - Work related or not.
- Go for a walk everyday/Yoga/meditation/music break
- Hobby break - Model building, puzzles, knitting, Coloring book
- Shout out certain phrases
- Theme day - Favorite team hat Jersey/Beach day
- Sox day
- YOUR IDEAS!!!!
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Don't let things happen, make things happen

- Pay attention - High Emotional Intelligence
- Get Creative
- Get Personal
- Be intentional
- Take care of yourself and each other

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Mitch Deminski has been a real estate investor since 1998 and in 2001, started a Property Management company in Columbus Ohio. In 2018, he bought a HomeVestor franchise, We Buy Ugly Houses, and continued to grow his property management company and last year sold to Poplar Homes. Mitch has done numerous podcasts and speaking engagements covering topics on self-management, working with investors and building a profitable business.

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