

We know firsthand that it takes intention to build a strong team — one that soars together and is marked by a culture where people feel safe, celebrated, and supported.

An environment where burnout gets addressed before it takes hold. We hope you will share this resource with your leadership team. Spark one conversation. As Certified DISC practitioners, we can provide you with practical tools to help you strengthen your teams.

BUILDING A TEAM WITH INTENTIONALITY

- ✓ Create space for input, feedback, and vulnerability.
- ✓ Communicate clearly and consistently.
- ✓ Give honest feedback early. Clarity is kindness.
- ✓ Explain the "why". You may not have agreement on every decision; understanding brings respect.
- ✓ Model humility by owning your mistakes.
- ✓ Ensure your staff are in roles that fit their strengths.
- ✓ Build teams where different styles complement, not compete. *This is where a DISC assessment comes in!*

 What's one action you can take this week to build more trust among your team? 

FOCUSING ON CULTURE

- Welcome new team members with intention. First impressions set the tone.
- Make space for real conversation — not just status updates.
- Build traditions your team looks forward to — shout-outs, lunches, coffee chats.
- Make team building a habit — not a once-a-year box to check.
- Create shared experiences. Culture lives in the everyday moments.
- Recognize your staff regularly and specifically. Celebrate small and big wins.



"Empowering those around you to be heard and valued makes the difference between a leader who simply instructs and one who inspires."

- Adena Friedman, President & CEO, Nasdaq, Inc.



76% of leaders state staff burnout hinders their organization's ability to fulfill its mission.

- Center for Effective Philanthropy 2024 survey

RECOGNIZING BURNOUT

Burnout rarely announces itself. Here's what to watch for:

Individual Signs:

Physical exhaustion
Emotional fatigue
Decreased productivity
Loss of passion
Frequent illnesses

Organizational Signs:

High turnover rates
Communication breakdowns
Decreased collaboration
Lack of innovation
Declining organizational performance

TIPS FOR BURNOUT PREVENTION

- 1 Set and protect your boundaries; honor others' boundaries.
- 2 Prioritize rest and recovery.
- 3 Disconnect from technology.
- 4 Focus on what's within your control.
- 5 Model and create a culture where people can ask for help and be supported.
- 6 Check in with your people. Not just on their work — on them.



Burnout doesn't arrive overnight — and neither does recovery. But the shifts you make today in how you communicate, recognize people, and protect their time will add up. When leaders care for their people with intention, teams don't just survive. They stay. They grow. They soar.

