

SPEAKING WITH LEADERS AND MANAGERS TO TACKLE BURNOUT



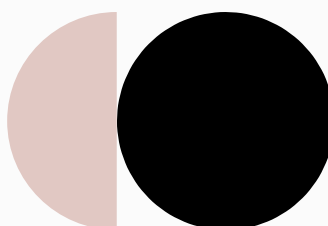
Having two sides to a story is crucial for a comprehensive and balanced understanding of any situation.

Following our initial research on burnout among women working remotely, in this phase the research conducted in the eight European partner countries (Sweden, Ireland, Italy, Czech Republic, Austria, Greece, Poland, and Spain) focused on **the perspectives of managers, leaders and coaches** in the context of employees' burnout in remote settings.

The main objective was to identify **15 key obstacles** that managers and leaders frequently face while managing a remote team.

WHY TO INVOLVE MANAGERS?

The psychology of managers and leaders becomes critically important to support the creation of healthy working environments. The beating burnout strategies in return can help employees feel and perform better.



BEAT BURNOUT REPORTS





THE FIVE DIMENSIONS

Our study explores the multifaceted challenges faced by managers and leaders in remote work environments. Drawing insights from various European countries, we have categorized the 15 identified challenges into five key dimensions: Social, Personal, Cultural, Planning, and Practical.

1. Social Dimension

- Difficulties in fostering team cohesion.
- Poor communication and insufficient feedback.
- Lack of competencies.

2. Personal Dimension

- Difficulty establishing personal connections.
- Mental and emotional strain.
- Low employee motivation.
- Variances in cultural and individual backgrounds.
- Work-life balance

3. Cultural Dimension

- Creating and assimilating organizational culture.
- Issues with trust, either insufficient or misused.

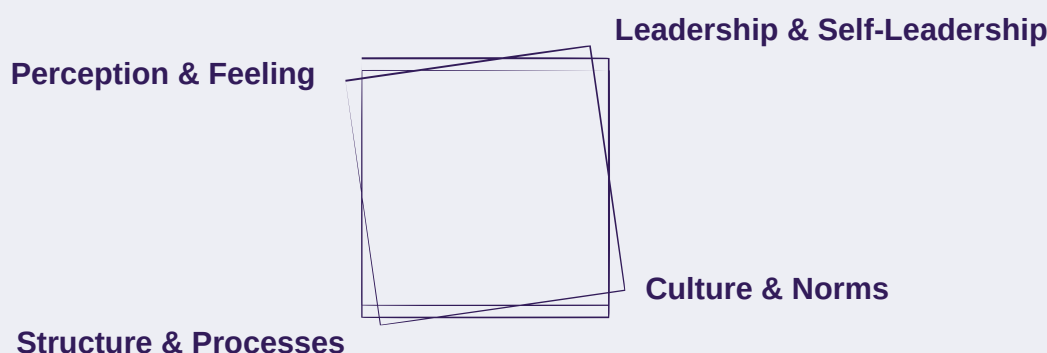
4. Planning Dimension

- Distractions.
- Limited managerial control.

5. Practical Dimension

- Inability to provide adequate training.
- Compliance and regulations.
- Lack of technical infrastructure.

To gain a comprehensive understanding of these challenges, we analyzed them through four analytical lenses.



KEY FINDINGS AT A GLANCE

A significant portion of the managers in the eight countries have **firsthand experience** with the issue of burnout. **63%** of the managers have personally encountered burnout. Furthermore, **74%** of the managers have experience with **burnout among employees**. This data highlights the urgent and imperative nature of addressing burnout, given its widespread impact on both managers and their teams.

- A significant 24% of managers regularly work overtime, indicating a potential normalization of extended working hours.
- While 57% of workplaces have mental health policies, a concerning 30% do not, signaling a gap in employee support structures.
- 85% of managers report that they are aware of their influence on employee well-being.
- 39% of managers report an absence of policies regarding diversity, equity and inclusion, suggesting room for improvement.
- 75% view contacting employees outside work hours as inappropriate, but 25% do not recognize this as a crucial boundary.
- 42% have measures to motivate employees, while 38% do not believe motivation is solely the employee's responsibility.
- 40% think remote working is easy for employees, indicating varied perceptions on its challenges.
- 83% can recognize stress in employees, but only 45% model self-awareness and self-care effectively.
- High trust levels (84%) in employee performance are reported, with 93% of managers conducting regular check-ins.
- 40% disagree with the principle of counting any hours as long as work is completed.

RESEARCH METHODOLOGY

The comprehensive study employed a mixed-methods approach to gather both qualitative and quantitative data, providing a robust analysis of the remote work environment from a managerial perspective.

The methodology included:

- **Online surveys** on various aspects of remote work, including work habits, burnout experiences, and managerial strategies. (over 90 collected)
- **Interviews** about personal experiences, challenges, and coping mechanisms in remote work settings. (81 conducted)
- **Focus groups**, allowing group discussions and exchanges of experiences, enriching the data with diverse perspectives and collaborative insights.

A final international summary of results, will be soon available on **[BEAT BURNOUT website](#)**.



TESTIMONIALS

“Parenthood can be one of the biggest challenges. Parents (regardless of gender) find it hard to work from home without feeling obliged to take care of their children during their working time” Manager, Austria

“It is important to foster a sense of community and connection among remote workers with regular virtual social events, coffee breaks, and team-building activities” Manager, Sweden

“The practice of self-care and proper time management can work miracles in avoiding or dealing with burnout” Manager, Greece

“When you can't see your employees, you can't see their struggle. You have to rely on them to tell you. This does not always happen. With remote working, it is harder to see the red flags that would signal depression or mental health issues” Manager, Ireland.

“Remote work offers flexibility, but it can also blur the lines between work and personal life. I found out that offering regular individual check-ins just by calling a person on a phone, like old school style, can help.” – Manager, Czech Republic

First and foremost...

The shift to remote working has undoubtedly had benefits. However, we are seeing a lot of negative consequences:

stress, not being able to switch between off and at work mentally, working overload. **The result, if not managed with empathetic and conscious leadership, will predictably increase employee depression, anxiety and stress,** potentially leading to burnout.

In the absence of face-to-face interactions, managers must find **new ways to bridge the physical distance.** They need to create an environment where meaningful connections can flourish despite the lack of physical proximity.

WHAT'S NEXT?

The consortium is working on a **training guide and a check list** to be used by **manager, leader, coach or HR manager** that challenge in supporting remote employees.

The materials will be know-how tools to create a healthy remote working culture while preventing burnout.

If you want to be involved in our project and stay updated with next activities, follow use on: [BEATBURNOUT.EU](https://beatburnout.eu) 

or email us at: all@beatburnout.eu



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