

Additional resources for managers and team leaders

Time and time again, workers raise the importance of transformational leadership in influencing their wellbeing.

Team leaders and managers are not immune to the risk of burnout. While most report job satisfaction, almost 10% of team leaders and managers report very high levels of burnout.

Here are some additional tips to help managers and team leaders:

- You can't pour from an empty cup, so implement appropriate wellbeing techniques yourself. This will also help role model the importance of active self-care.
- Conduct stress audits and make relevant changes
- Get equipped and trained in management skills, sometimes excellent clinicians are promoted to management without prior management training.
- Invest in workforce development including promoting and providing backfill for regular supervision.
- Support collaboration and connections in the team
- Seek further support where necessary. Some services have specialised Employee Assistance Programs (EAP) for managers.

Use the following links to find out more. Use the last link to download the information as a PDF.



Thrive at Work - Curtin University has a range of resources including guidelines and good practice guides to help managers and leaders help their workers Thrive at Work
<https://www.thriveatwork.org.au/resources/>



6 Causes of Burnout at work - Berkeley's Greater Good webpage has tips on how managers can help prevent burnout at work.
https://greatergood.berkeley.edu/article/item/six_causes_of_burnout_at_work



NCETA Workforce Development - This resource outlines the roles of key workforce development elements including recruitment, retention, professional development, appraisal.
<https://nceta.flinders.edu.au/resources/resources-reports?section=&subject=57&year=&type=&order=>



Stress and burnout: - A Prevention Handbook for Alcohol and Other Drug Services
<https://nceta.flinders.edu.au/application/files/2416/6545/3748/Stress-and-Burnout-NCETA-Report-Web.pdf>



NCETA Workforce Development Checklist - Practical toolkit for managers and policy makers.
<https://nceta.flinders.edu.au/application/files/3316/0156/0223/EN382.pdf>

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