



Ten Thinks

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What Carries Us Through

THE WEIGHT, THE WORK
&
THE WAY FORWARD

The World Health Organization defines burnout as a syndrome resulting from chronic workplace stress that's characterized by feelings of exhaustion or energy depletion, negative or cynical feelings related to a job, and reduced professional efficacy.

66% of people have experienced burnout at work



Control

I can change it.

Influence

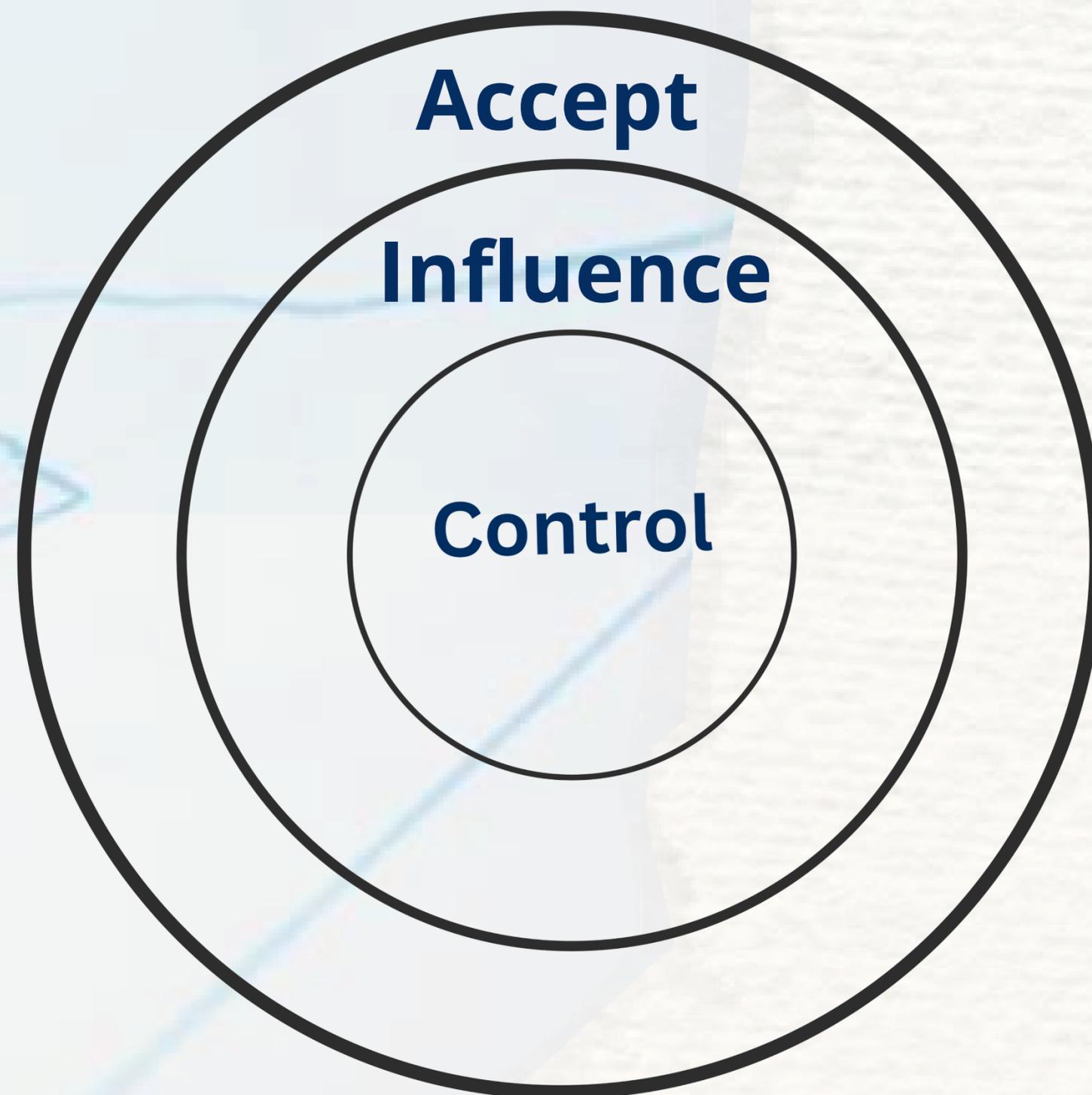
I can affect it.

Accept

I can't change or affect it.



Ten Thinks



Accept

Influence

Control



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THE WEIGHT

Workplace conditions that lead to burnout:

- Excessive workload, unrealistic deadlines, unclear expectations, and low autonomy (Maslach & Leiter, 2016; JD-R model).

What research says

- Burnout spikes when employees feel powerless. Lack of control is one of the six core mismatches that drive exhaustion.

What we normally do (that backfires)

- Try to control everything and everyone, micromanage, or overextend ourselves to compensate.

What to do instead

- Focus only on what you can directly steward: your energy, priorities, boundaries, and habits.



Ten Things

THE WORK

Workplace conditions that lead to burnout

- Poor recognition, unfair treatment, weak team relationships, low psychological safety (Maslach & Leiter, 2016; Dollard & Bakker, 2010).

What research says

- Strong social support and fair recognition buffer stress. Trust and civility reduce burnout risk.

What we normally do (that backfires)

- Stay silent, withdraw, or assume others should change first — which reinforces disengagement and cynicism.

What to do instead

- Show up with intentional influence: model respect, offer recognition, and build safety in how you interact. Small ripples shift culture.



Ten Thinks

Workplace conditions that lead to burnout

- Value conflict, organizational change, job insecurity, and work–life imbalance (WHO, 2019; Allen et al., 2000).

What research says

- Fighting unchangeable realities fuels exhaustion. Acceptance is linked to resilience, adaptation, and innovation.

What we normally do (that backfires)

- Resist or argue with what is — clinging to limitations, ruminating, or hoping things will “go back.”

What to do instead

- Accept what cannot be changed, reframe challenges, and redirect energy toward what can be created in the new reality.

THE WAY FORWARD



**“TEAMS TYPICALLY
OPERATE AT JUST 60% OF
THEIR POTENTIAL
CAPACITY”**

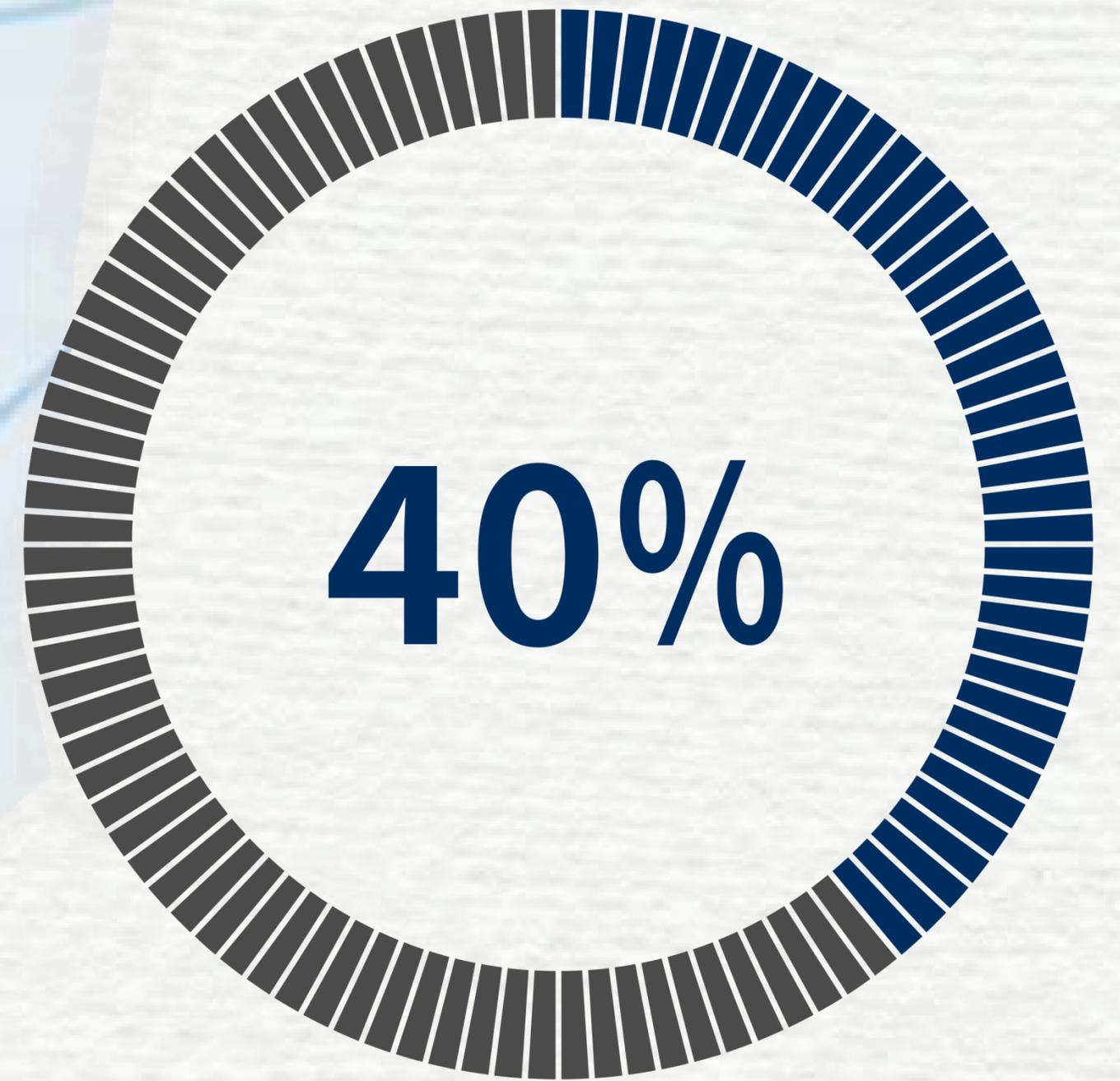


60%

SOURCE: HIGHER PERFORMANCE GROUP, TEAM INTELLIGENCE: THE CRITICAL DIFFERENTIATOR IN CAMPUS LEADERSHIP (2025).



**WHAT DIFFERENCE
WOULD THAT 40%
MAKE?**



Ten Thinks

“based on a global survey of more than 1,400 organizations revealed teams could increase productivity (on average) by a staggering 39%, if they improved collaboration.”

SOURCE: CROSS, R., & BREKKEN, K. (2024). THE TEAM NETWORK EFFECT:™HOW PRECISION COLLABORATION UNLEASHES PRODUCTIVITY. INSTITUTE FOR CORPORATE PRODUCTIVITY (I4CP).



Ten Thinks

Teamwork Video

<https://www.youtube.com/watch?v=Yi6toTSzimI>

“In my life I’ve discovered that if I cling to the notion that something’s not possible, I’m arguing in favor of limitation. And if I argue for my limitations, I get to keep them.”

”



Ten Thinks

Gay Hendricks

The Big Leap



•WHICH AREA (C, I, A) MOST
RESONATED?

•WHAT'S ONE SHIFT I CAN MAKE
THIS WEEK TOWARD THAT
AREA?

•WHAT SUPPORT WOULD HELP
ME CARRY IT THROUGH?

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