

**PERMISSION
TO BE GREAT**



@DANPBUTLER

Educator burnout is threatening the well-being of our society. In addition to negatively impacting the social, emotional, and academic growth of the students we serve and the quality of our educational system overall, it also comes with financial consequences for our nation. The primary causes of educator burnout are mismatches between people and their work environment. These mismatches include:

WORKLOAD, CONTROL, AND AUTONOMY

If you are working in a school, odds are good that you cannot possibly meet all the demands thrust upon you on any given day. Additionally, your autonomy and decision-making authority may be in question. When this becomes the norm, educator burnout is inevitable.



ENCOURAGEMENT, RECOGNITION, AND APPRECIATION

According to research conducted by the United States Department of Labor (2002), 64% of Americans leave their jobs because they do not feel appreciated. Everyone in the school setting has the ability to make a difference, regardless of their position. People need to know that they matter.

COMMUNITY AND RELATIONSHIPS

Positive relationships can be described as interactions with others that provide a sense of connection and serve as the foundation for well-being. The most successful educators avoid burnout by investing in their friends, team members, peers, and family to drive themselves forward.



VALUES AND FAIRNESS

School leaders everywhere are faced with difficult decisions every day of their working lives. Without a strong filter, making determinations about programming, scheduling, personnel, employee discipline, parental concerns, community support, public relations, and funding can lead to exhaustion. Ultimately, leaders must establish a North Star or guiding light, essentially, their individual and organizational core values.

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Increasing
Engagement
In Your School

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