



How to Help Your Teams When They Are ...Running on Empty

**HELPING LEADERS
TRANSFORM
WORKPLACES**

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After months of increased demand and COVID related challenges teams are fatigued, frustrated and desperately in need of strategies to help them push through. Whilst there is no silver bullet, here's seven ways you can help your teams when they're **Running On Empty...**

1.Help people understand how their mental wellbeing moves along a continuum and is impacted by current events.

Share the mental health continuum. Show teams that in their workplace context, the focus is on identifying strategies to help them return to the green zone after peak stress or trauma events.

Whilst people are under unprecedented stress many individuals and workplaces are still doing the same things they were two years ago for self-care or staff support. If that's the case the scales may be out of balance.

2.Share with your teams the control and influence model and encourage them to redirect precious energy only to the things they can control and influence.

Many of the frustrations and energy depletion is coming from fighting battles on external factors we can't control (pandemic, societal views, politics).

This is creating a sense of hopelessness as well as fatigue. Help them understand they have absolute control and influence over themselves and their own self care strategies and can greatly influence the support strategies for their people.

This is not about ignoring the reality of the current state, but rather helping people regain a sense of control.

3.Help teams develop the skills to recognise and avoid work overload.

This may sound counter intuitive right now, but there are intrinsic and environmental factors that contribute to work overload. At the intrinsic level – we need to help people reduce non-essential demands or requests and equip them with the skills to do this.

This usually means they need to firm up their personal boundaries, resist people pleasing behaviours and strengthen their assertiveness skills. This will avoid over commitment and reduce work related stress risks. Help them focus on the mantra "I'm okay, you're okay."

See: [Communication Styles](https://getselfhelp.co.uk) (getselfhelp.co.uk)



4.Help people leaders build accountability and responsibility in their teams.

This will keep the leaders focused only on their duties and not taking on the tasks of their team or having problems dropped in their lap. These three coaching questions are all they need.

What are you trying to achieve? What have you tried so far? What other options do you have?

See: [Three ways to stop employees bringing their problems to your door](#) - Tanya Heaney-Voogt (tanyaheaneyvoogt.com))

5.Help teams understand the concept of 'mental (cognitive) loading'

Share how this happens, the steps they can take during their work day to reduce it, and how focused breathing and mindfulness breaks are proven high performance strategies and work to reduce mental overload.

This also means avoiding back to back meetings, taking a break (5 minutes of fresh air or silence is better than nothing) and in some cases adopting a protected time routine.

When people scoff at these suggestions (yourself included) ask these questions:

What will happen if you do? What will happen if you don't?

6.Avoid bright shiny object syndrome. Focus right now only on the absolute must do's.

Now is not the time to introduce new projects. Focus only on absolute essentials right now. People have no capacity and you will only contribute to the current state of mental fatigue and reduce the chance of your new project's success.

See: [Avoiding Change Fatigue](#) - Tanya Heaney-Voogt (tanyaheaneyvoogt.com) and [Enough, Already](#) - Tanya Heaney-Voogt (tanyaheaneyvoogt.com)

7.Lastly, find ways to inject fun, laughter and play into the workplace.

Laughter helps us 'let off steam'.

It releases the pressure cooker and is known to increase serotonin and endorphins (happy hormones) and reduce cortisol and adrenaline (stress hormones). It also increases social connectedness and diffuses tension in teams. Find ways to do this now in your teams.



Workplace Training Programs

- **Psychological Safety Masterclass Plus Program**
3 Hour Masterclass - Virtual or F2F *plus* current state analytics and development of contextualised action plan for your workplace.
- **The Five Signs of A Mentally Healthy Workplace Masterclass Series**
Hold individual masterclass programs or the entire series.
5 x 3 Hour Masterclasses - Virtual or F2F

Masterclass 1 - Psychological Safety for Inclusion & Learning

Masterclass 2 - Common Psychological Hazards in the Workplace

Masterclass 3 - Effective Leadership in a Mentally Healthy Workplace

Masterclass 4 - Leading Change for a Mentally Healthy Workplace

Masterclass 5 - Building a Mentally Healthy Workplace Culture

- **Fostering Fun & Laughter in the Workplace**
90 minute engaging and interactive session.
Evidence based content. Graphic illustration of the session included.
- **60 Minute In-Service Modules - Virtual or F2F**
 - Leading Successful Workplace Change
 - Coaching Others Through Change
 - Managing Change Resistance
 - Psychological Safety 101
 - Common Work Related Stress Traps for Leaders to Avoid
 - Workplace Conflict & The Feedback Script

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What's It Like To Work With Me

Whether I'm consulting with your organisation, training or providing 1:1 coaching or mentoring you'll find me outcomes focused and determined to ensure you achieve your goals. You'll get clarity on complex issues and dedicated support. Did I mention support? I'm very big on support!

I also love to laugh, tend towards the glass half full view of life (with a healthy dose of pragmatism) and adore working with people who are trying to make positive change in their workplace! Here's what others have to say:

- Participating in the Cracking the Change Code program has greatly helped to put structure and definition into the [culture] change we have been trying to introduce. Tanya has been so supportive throughout the program and has the ability to problem solve any situation that she is presented with. Thank you for your ongoing support and encouragement.
- Tanya has been fantastic in supporting and educating us as change agents. She has been generous with her time and resources and adjusts when required. She is easy to deal with, nothing is too much trouble.
- Tanya completely walks her talk and is a pleasure to work with and learn from.
- Tanya delivers her expertise in change management in a way that is positive and aspirational - embracing change as something to look forward to. Her coaching and guidance is invaluable.
- Great session thanks Tanya - love your genuine enthusiasm and knowledge and very well presented (with energy).
- I have really enjoyed this program in particular the way Tanya delivers the content. It makes the information easy to relate to and digest. I have already used the tools I have learnt so far from Tanya and it has made a difference even the subtle changes.
- Tanya completely walks her talk and is a pleasure to work with and learn from.
- Excellent informative session, well presented and explained. Thanks Tanya!
- Your sessions really help me reframe my thoughts and give me clearer direction. I look forward to catching up with you each month.
- I asked Tan to run the Fun and Laughter in the Workplace session with my staff. We are a research organisation and as such we all need to know the evidence base underpinning the activities. We got that and then proceeded to have fun.



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