

***This is a draft version of the workbook
and is subject to further change.
Please do not circulate beyond your
team.***



Compassionate Employers

CHAPTER 2- Worksheet: team conversation

Created by Madeleine Smith, Healthcare Wellbeing Manager. Supported by
Melanie Taylor, Lucy Carpenter and Maaïke Vandeweghe.

Draft issued 8th July 2026

Worksheet: team conversation

Mitigating the risks of burnout: team and organisation strategies

Our wellbeing is shaped by our workplace and unsupportive workplaces are a huge risk factor for burnout in a workforce, breeding cynicism, overwork and distress in its workers¹.

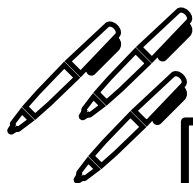
As teams, we need to work together to support each other and work towards advocating for organisational and cultural changes that can mitigate risks of burnout².

Important note!

Group reflection guidance

To facilitate this activity safely ensure that:

- Participation is voluntary.
- No one is expected to disclose personal trauma, bereavement, mental health experiences or private circumstances.
- Confidentiality expectations are agreed at the start.
- Managers do not use reflective worksheets as performance management evidence.
- Teams agree what can remain within the group and what may need to be escalated for safety or support.
- A facilitator is identified for more sensitive discussions.



Group reflection: As a team, add further examples of supportive group strategies mitigating the six key risk factors:

Work Overload, Lack of Control, Insufficient Reward, Breakdown of Community, Absence of Fairness, Values Conflict³.

Celebrate successes no matter how small (maybe a slot in the team meeting)

Problem solve work quantity and 'pinch points'

As a team, go through organisational policies and available wellbeing services

Set up structured peer support groups. Talk to managers about prioritising attendance of this support

Analyse structures which are rigid - discuss and implement areas where flexibility can support

.....
.....
.....
.....

.....
.....
.....
.....

.....
.....
.....
.....

.....
.....
.....
.....

References

1. Mathieu F. The compassion fatigue workbook: creative tools for transforming compassion fatigue and vicarious traumatization. New York: Routledge; 2012
2. Shanafelt TD, Boone S, Tan L, Dyrbye LN, Sotile W, Satele D, et al. Burnout and satisfaction with work-life balance among US physicians relative to the general US population. Arch Intern Med. 2012;172(18):1377-85. doi: 10.1001/archinternmed.2012.3199
3. Maslach C. A multidimensional theory of burnout. In: Cooper CL. Theories of organizational stress. Oxford: Oxford University Press; 1998.