### Title: Lessons learned from case studies in project manager burnout

**Abstract**

Project managers are not typically identified as being at high risk for burnout. Usually the focus is on healthcare, counselors, and educators. However, we share many of the same environmental and behavioral traits as these other known high-risk professions. In this session, Ruth uses examples from the many interviews she has undertaken with project managers who have or are experiencing burnout as well as her own experiences. From these case studies, we can learn lessons on how to create more supportive environments in the future, and still get the work done!

**Learning Objectives**

- To be able to explain the typical causes and symptoms of project manager burnout
- Explain how world stressors make burnout more likely – or not
- To be able to identify common factors and special factors to look out for
- To define specific strategies to help mitigate the risk of burnout.

**Optional pre-session participant preparation activities**

Access to take the VIA Character Strengths Assessment and the Five Facet Mindfulness Assessment and to receive the VIA Mindfulness & Character Strengths Report.

Access to watch Ruth's third LinkedIn Learning course, which is all about project manager burnout (due for release in May, 2022)

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### Title: Burnout – Sources, Signs and Solutions

**Abstract**

Thanks to the work of researchers and psychologists such as Herbert Freudenberger (1926 – 1999) and Christina Maslach, the World Health Organization has included workplace caused burnout in the International Classification of Diseases (ICD-11). Such researchers have identified the typical stages of the journey to burnout, and as a result there are warnings of burnout that we can learn to see in ourselves and others.

Once we spot burnout building, we can implement solutions to reduce the risk of burnout and to start reversing the symptoms.

In this session we will also explore the difference between "flameout" and "burnout".

**Learning Objectives**

- Answer the question "what causes burnout?"
- Be able to explain the signs and symptoms of burnout
- Explain the difference between "flameout" and "burnout" and why it matters
- Define specific strategies at the individual and organizational level to reduce the risk of burnout

**Optional Pre-session Participant Activities**

Access to take the VIA Character Strengths Assessment and the Five Facet Mindfulness Assessment and to receive the VIA Mindfulness & Character Strengths Report.
Access to watch Ruth's third LinkedIn Learning course, which is all about project manager burnout (due for release in May, 2022)

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### Title: Burnout prevention & cure – what we can do as individuals

**Abstract**

Brené Brown has been quoted as saying, "If you don't want to burn out, stop setting yourself on fire". Burnout is a phenomenon that happens at the intersection of individual and organizational psychology. In reducing the risks and effects of burnout, the individual and the organization play a role. In this session we explore what the individual can do to help themselves and others to combat burnout in the workplace.

**Learning Objectives**

- Define what burnout is and is not
- Explain how the individual and the organization contribute to burnout
- Learn the signs to look out for as an individual
- Develop specific strategies to combat burnout in yourself and others

**Optional Pre-session Participant Activities & Giveaways**

Access to take the VIA Character Strengths Assessment and the Five Facet Mindfulness Assessment and to receive the VIA Mindfulness & Character Strengths Report.
Access to watch Ruth's third LinkedIn Learning course, which is all about project manager burnout (due for release in May, 2022)

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### Title: Burnout prevention & cure – Organizational Steps to Tackle Burnout

**Abstract**

Burn-out is defined in ICD-11 as follows:

"*Burn-out is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed. It is characterized by three dimensions:*

- *feelings of energy depletion or exhaustion.*
- *increased mental distance from one's job, or feelings of negativism or cynicism related to one's job; and*
- *reduced professional efficacy.*

*Burn-out refers specifically to phenomena in the occupational context and should not be applied to describe experiences in other areas of life."*

Burnout is a phenomenon that happens at the intersection of individual and organizational psychology. In reducing the risks and effects of burnout, the

individual and the organization play a role. In this session we explore what the organization can do to help create a working environment that reduces the risk of burnout in the workplace.

**Learning Objectives**

- Define what burnout is and is not
- Explain how the individual and the organization contribute to burnout
- Learn the signs to look out for as a leader or manage
- Develop specific strategies create organizational environments that support wellbeing and health

**Optional Pre-session Participant Activities & Giveaways**
Access to take the VIA Character Strengths Assessment
Team character strengths profile for discussion
Access to watch Ruth's first LinkedIn Learning course, which is about motivating employees with character strengths (released in 2021)
Discounted copies of the book Be a Project Motivator by Ruth Pearce (published by Berrett-Koehler 2018)

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## Title: Be Hopeful; Be Strong; Be Brave; Be Curious – The Project Professionals Guide to Wellbeing

**Abstract**
During her studies of over 250 project managers and their character strengths, Ruth discovered that three specific character strengths in addition to building awareness of our top character strengths can help us to be more effective as project professionals.
Often misunderstood, the strengths or Hope and Bravery can help us to achieve more and struggle less. Curiosity, while it may have killed the cat, helps create more open conversations, greater collaboration and more innovation in teams.
In this session discover what these strengths actually are and how to cultivate them to be more effective in life.

**Learning Objectives**
1. Define the qualities of character strengths and why they matter in the workplace
2. Define Hope, Bravery and Curiosity
3. Explain what it means to talk about signature, middle and lesser strengths and why they matter
4. Explore diversity from a perspective of character strengths
5. Build a strategy for cultivating the three specific strengths of hope, bravery and curiosity as well as ways to cultivate top strengths

**Optional Pre-session Participant Activities & Giveaways**
Access to take the VIA Character Strengths Assessment
Team character strengths profile for discussion
Access to watch Ruth's first LinkedIn Learning course, which is about motivating employees with character strengths (released in 2021)
Discounted copies of the book Be a Project Motivator by Ruth Pearce (published by Berrett-Koehler 2018)

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## Title: Emotional, Social & Motivational Intelligence – Learning to Lead with the MIPI

**Abstract**

The Multidimensional Inventory of Personal Intelligence, from Adaptimist Insights, is at tool that measure our level of competency with emotional, social and also motivational intelligence.
Emotional intelligence relates to our ability to moderate our responses to stimuli and to manage our behaviors.
Social intelligence relates to our ability to interact and collaborate effectively with other people.
Motivational Intelligence relates to our ability to influence ourselves and others to behave in ways desirable to us and our organizations.
In this session, discover the elements of each type of intelligence, and the ways in which we can develop our level of competence in each
Learning Objectives
1. Discover your MIPI profile
2. Define each of the competency families and their components
3. Explain the benefits and challenge of each competency
4. Explore how to leverage your competencies as a leader
5. Develop specific strategies for developing and balancing the competencies

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## Title: How cognitive moderators and biases impact projects, And what to do about it!

**Abstract**

The Institute for Neuro & Behavioral Project Management (NBPMI) has been developing a training program for project managers and planners to help them take the complex design of our brain into account when planning and estimating. When we ignore the way the brain works, we inadvertently build errors into our plans that can be reduced and even avoided. Often these planning errors ultimately contribute to burnout for the project professional and the team.

In this session discover which brain functions help – and hinder – our planning process, ways to mitigate our natural tendencies when they are potentially unhelpful and leverage our natural tendencies when they are helpful.
When we integrate cognitive science into the art of project management we get better outcomes, higher productivity, higher levels of wellbeing and satisfaction and more!

**Learning Objective**
1. Define the key cognitive moderators and biases in project management
2. Develop strategies to counter and leverage each one for higher productivity and better project outcomes
3. Combine an understanding of character strengths, intelligences and cognitive processes to optimize performance – yours and that of people around you.
4. Develop your strategy to incrementally change your processes to put the human back into our organizations.

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**Other topics:**
⇒ Character Strengths for Project Managers
⇒ From Project Management to Project Motivation
⇒ Mindfulness for Project Managers
⇒ Character Strengths & Mindfulness for Project Managers
⇒ Understanding the Benefits of Coaching as a Project Professional
⇒ Using Character strengths to increase wellbeing – the Fab Five!

**General notes:**
The topics listed are examples of typical speaking topics that incur no preparation fees. All presentations are adapted for the specific audience.
Other topics available on request (maybe subject to a charge for tailored preparation).
Any topic can be presented as a Keynote, breakout session of 60-90 minutes, or a 3-hour workshop. Any of the topics can also be combined to make a longer workshop.

Ruth's standard presentation/facilitation rate is $5000 per day. For in-person events, travel & accommodation are extra. Optional participant pre-work tools will be subject to an additional charge (assessments, reports and/or book)

Please contact admin@projectmotivator.com to inquire about engaging Ruth as a speaker at your event and about alternative payment arrangements.