



# Retention & Burnout

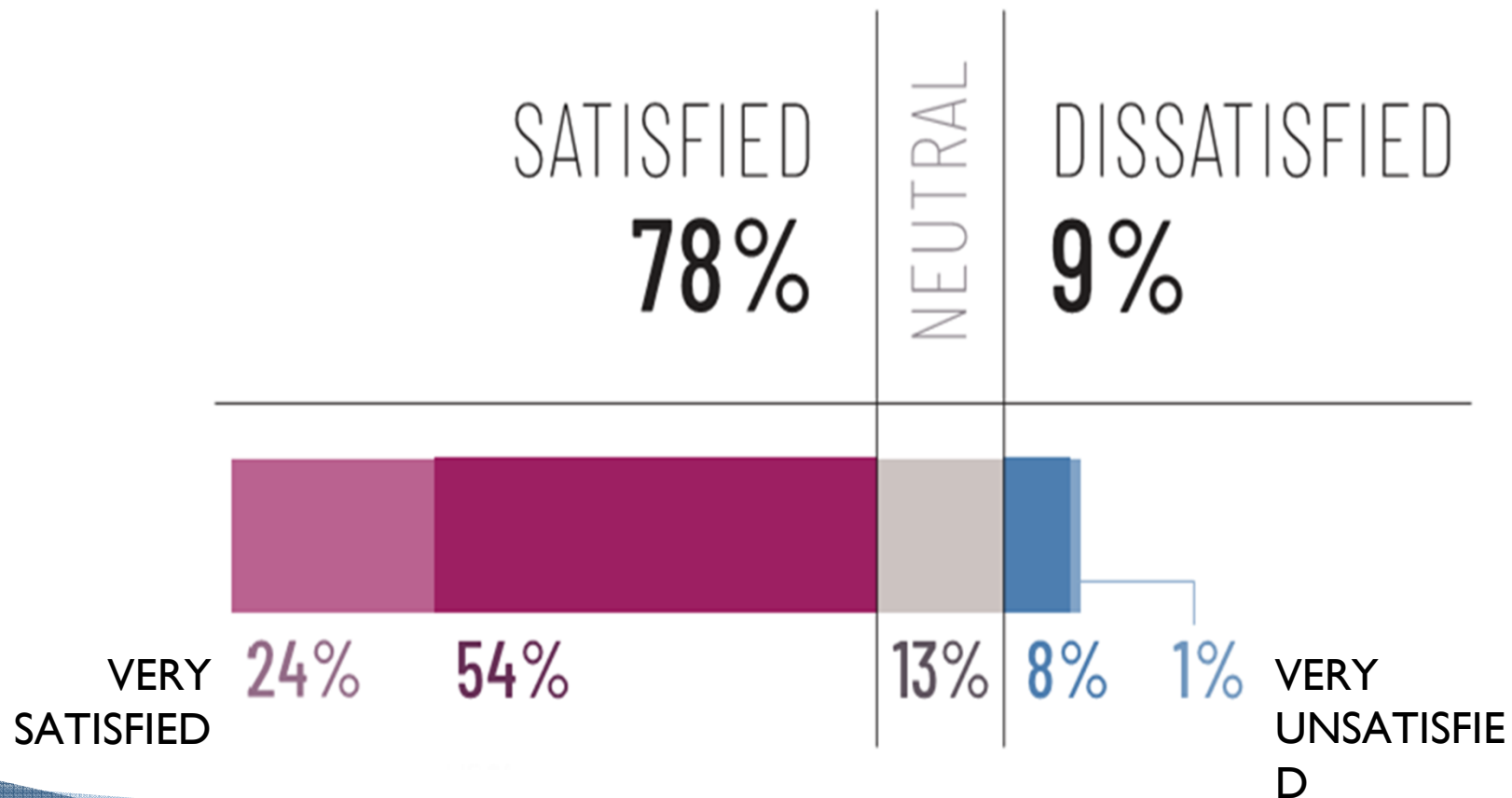
*Sabrina Duk, PE*

*VERAHAUS STRUCTURAL, LLC*

**2019 Structural Engineering Summit – Anaheim**

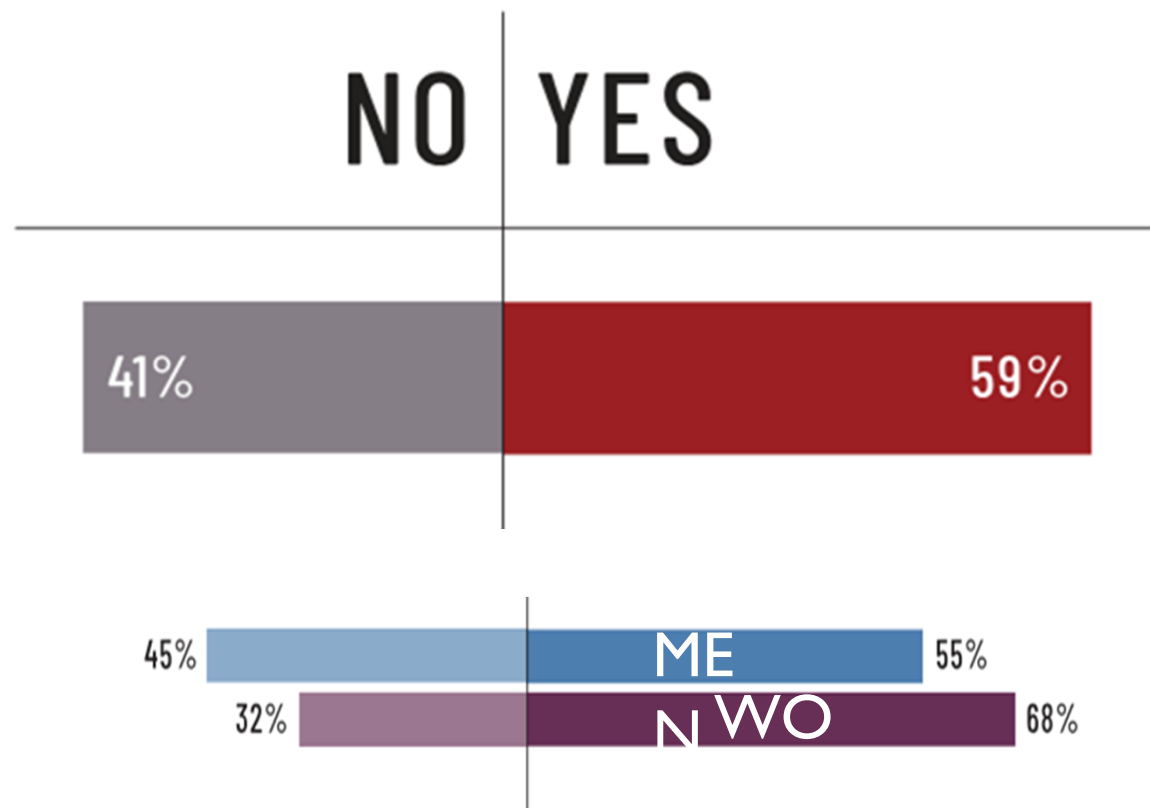
# Retention & Burnout

## Satisfaction with Career Choice



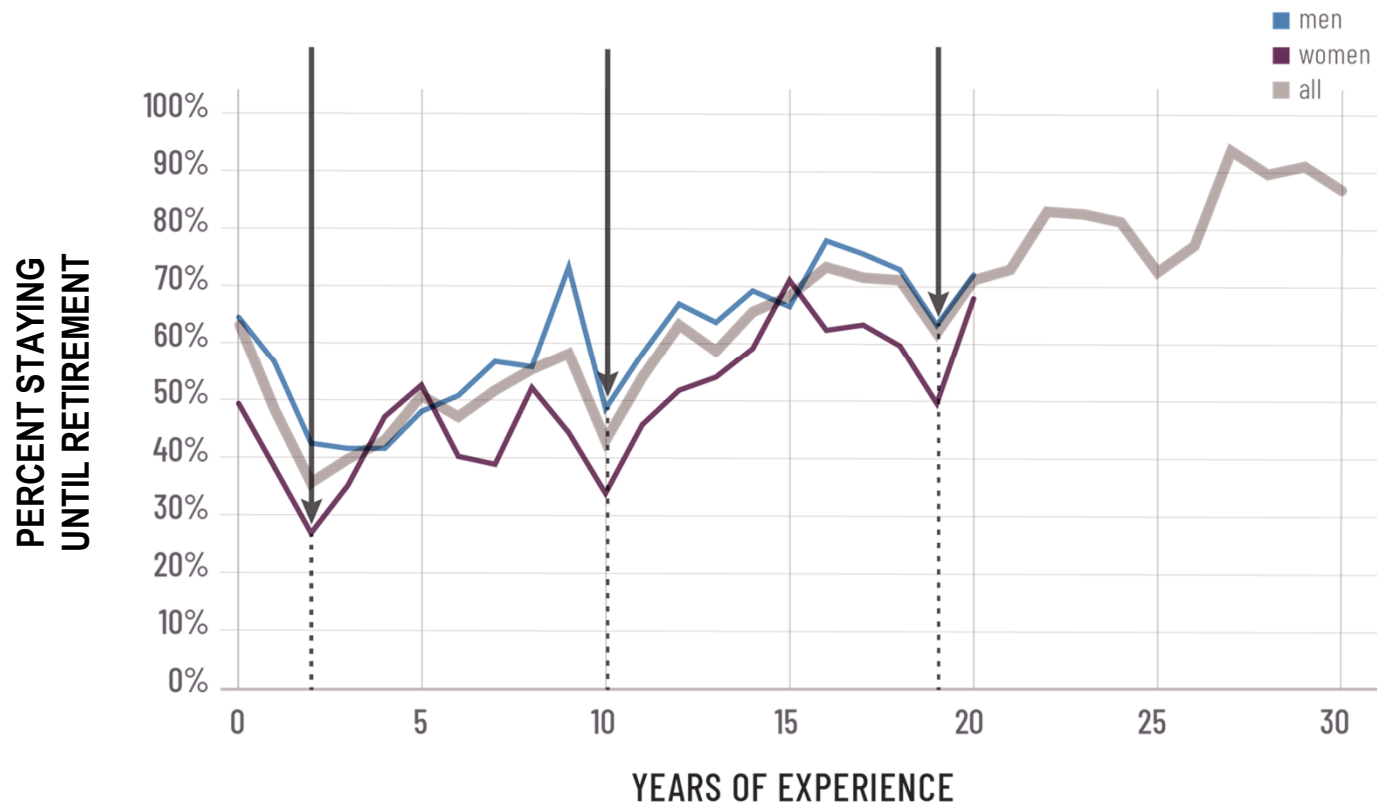
# Retention & Burnout

Have you considered leaving the profession?



# Retention & Burnout

## PLANS TO STAY IN PROFESSION



# Strategy

## Retention & Burnout

***Support the Engineers  
who fall within  
the pinch points***

# Retention & Burnout

## Leading Indicators:

- Satisfaction with daily tasks & responsibilities.
- Emotional investment in current firm's future.
- Gender
- Perception of fair treatment by Management
- Lack of Dependents

# Strategy

Retention & Burnout

***Engineers are  
People too***

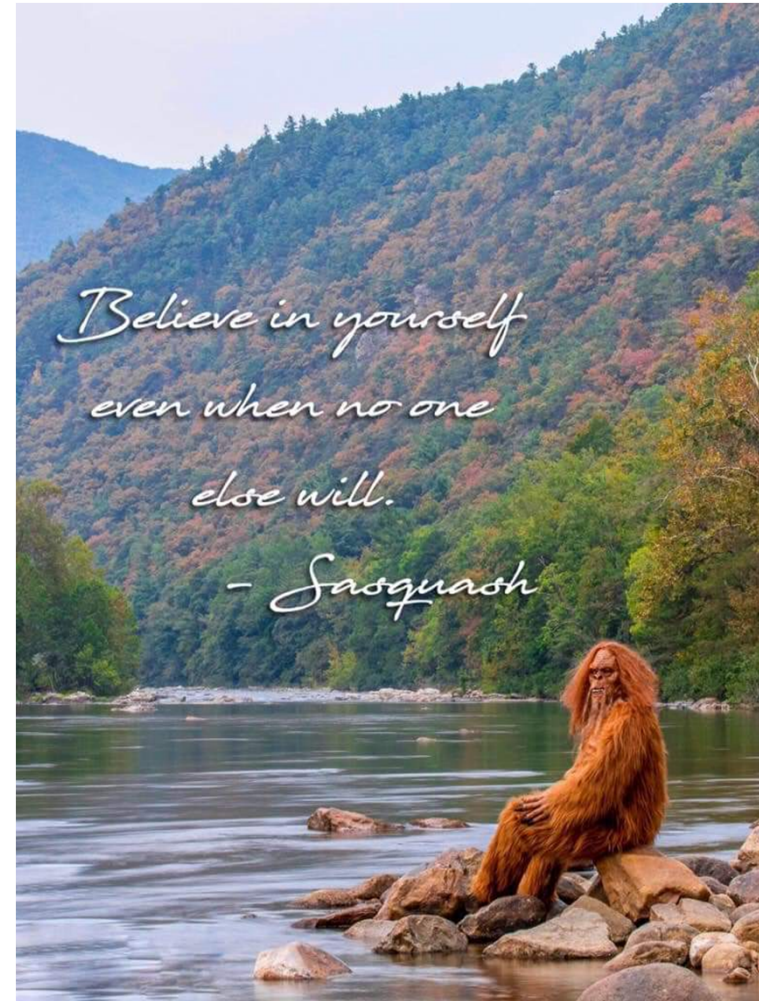


Photo Credit: Reddit

# Retention & Burnout

## THE ENGINEER

- Technical Abilities/Qualifications
- Professional Experiences
- Daily Responsibilities
- Mentorship
- Compensation
- Professional Motivations

## THE PERSON

- Lifestyle
- Stability
- Community
- Time Investments
- Care-giving Responsibilities
- Personal Motivations



# Strategy

## Suggested Best Practices

- Recruitment
- Engagement
- Retention
- Burnout

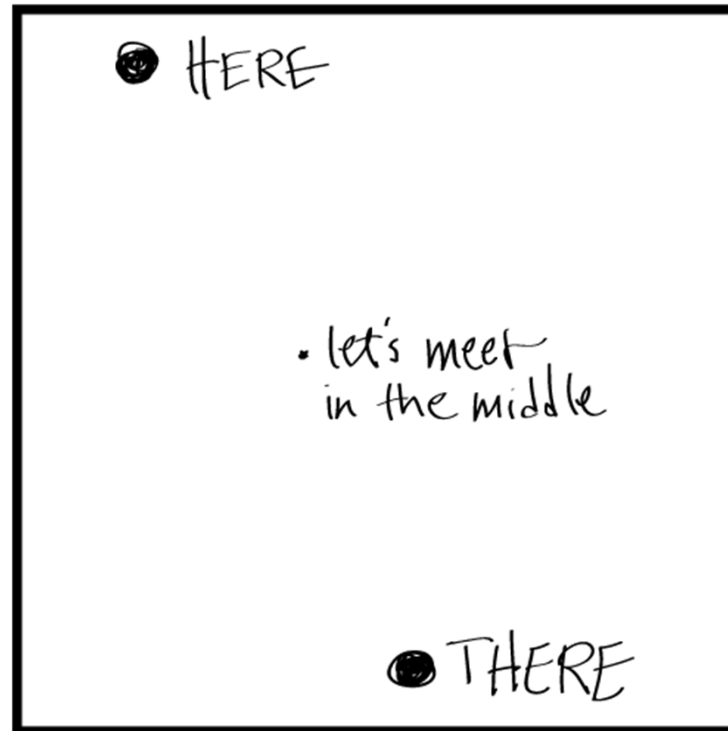


Photo Credit: [zookyworld.wordpress.com](http://zookyworld.wordpress.com)

# Suggested Best Practices

## Recruitment

### ORGANIZATIONS

- Assess your hiring practices:
  - Establish internship programs
  - Personalize your interview process
  - Clearly define position & growth opportunities

### INDIVIDUALS

- Interviews are a two-way street:
  - Ask LOTS of questions
  - Pay attention to the details
  - Request time with potential coworkers as part of the process



# Suggested Best Practices

## Recruitment

### ORGANIZATIONS

- Reinforce your company mission and values
- Don't *just* collect talent--hire the right people

### INDIVIDUALS

- Define your professional mission and your personal values
- Don't *just* take a job--make sure it's a good overall fit



Photo Credit: Dilbert by Scott Adams

# Suggested Best Practices

## Engagement & Communication

### ORGANIZATIONS

- Create a healthy office culture:
  - Encourage socialization
  - Provide distraction-free spaces for staff

### INDIVIDUALS

- Participate in the office culture:
  - Spend time at the water cooler
  - Be respectful of your co-workers' time

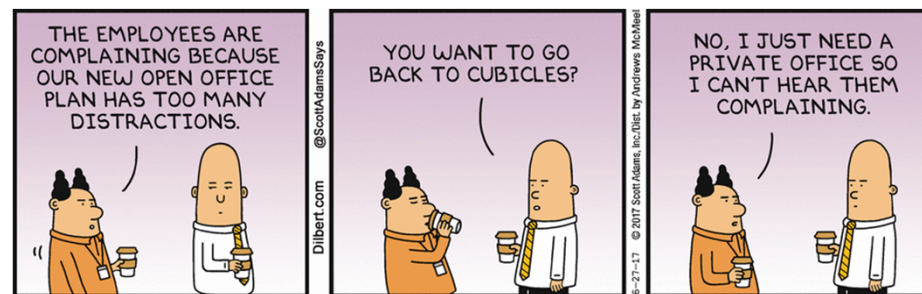


Photo Credit: Dilbert by Scott Adams

# Suggested Best Practices

## Engagement & Communication

### ORGANIZATIONS

- Empower a sense of ownership:
  - Develop individuals through their strengths & weaknesses
  - Make room at the table

### INDIVIDUALS

- Invest in your company:
  - Seek out opportunities that match your strengths
  - Understand your role and how you fit into the big picture.



Photo Credit: Dilbert by Scott Adams

# Suggested Best Practices

## Engagement & Communication

### ORGANIZATIONS

- Communicate:
  - Make time to connect.
  - Set clear expectations
  - Don't make assumptions
  - Understand the best approach to give/receive feedback

### INDIVIDUALS

- Don't be passive, don't hesitate to:
  - Speak up
  - Ask a lot of questions
  - Establish your go-to resources



Photo Credit: Dilbert by Scott Adams



# Suggested Best Practices

## Retention & Burnout

### ORGANIZATIONS

- Time Management:
  - Valuable resource, understand it's supply and demand
  - Be respectful of availability
  - Be aware of true cost of overtime

### INDIVIDUALS

- Time Management:
  - Be realistic about your work load
  - Don't hesitate to ask for help
  - Set boundaries



Photo Credit: Dilbert by Scott Adams

# Suggested Best Practices

## Retention & Burnout

### ORGANIZATIONS

- Busy does not mean profitable; indicates lost of control
- Hostile environment and/or toxic relationships take their toll

### INDIVIDUALS

- Make your health priority - eat/sleep/exercise
- Find an outlet--a person or activity
- Take your PTO



Photo Credit: Dilbert by Scott Adams



# The Takeaway

## Retention & Burnout

- Support the Engineers at risk
- Understand the *Person*, not just the *Engineer*
- Implement Best Practices.
  - Be the example to make positive changes



Photo Credit: motivation.deepeshmishra.com