



School for CEOs



THE PSYCHOLOGICAL IMPACT OF COVID-19

Are senior leaders in organisations at risk of burnout?

BACKGROUND

To address the growing public health crisis created by the COVID-19 pandemic, numerous countries around the world have introduced drastic measures to reduce disease transmission, including a forced lockdown.

As a result of the lockdown, numerous businesses were forced to close down their buildings and millions of individuals had to change their ways of working/leading, trying to find a balance between professional and personal life, all within the space of their homes. Thus, the pandemic has brought an enforced change in lifestyle for most people.

While burnout is traditionally associated with long days at the office, it isn't limited to that scenario. The burnout syndrome is described as progressive loss of idealism, energy and purpose experienced by people in the helping professions as a result of conditions of their work. The added pressures posed by the pandemic are very real; thus, employees and employers are currently more susceptible to experiencing burnout.

RESEARCH AIMS

- To understand how well leaders cope with the psychological demands of crisis management during a global pandemic and forced lockdown
- To determine useful coping strategies for individuals and organisations through this period
- To help organisations determine whether their leaders are at risk of burnout so that they can respond accordingly.

PARTICIPATION

This research seeks to understand the psychological impact on the most senior leaders in organisations, looking specifically at the top three tiers of leadership: the Chief Executive Officer, their Executive Team and the Executive Team's teams.

Participation is not onerous and involves completing a 10-15-minute survey hosted by our research partner, the School of Psychology at Heriot Watt University.

Your data will remain anonymous and you will not be a named contributor to the study.

FEEDBACK

Individual data will remain anonymous, however organisational data will be returned to the participant organisation in isolation to help identify the level of risk of emotional exhaustion and burnout.

You will have an opportunity to compare your organisational data with the broader data set.

Finally, you will receive a copy of the final research report, outlining key findings and recommendations.

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THE **ALCHEMY** SUITE

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