

# Kickout the Burnout

2024-2025 / Wellness  
Mini Grant

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## Overview

Kickout the Burnout is an initiative aimed at helping Talent Acquisition develop the strategies to manage and sustain individual and team wellbeing through the use of a burnout journal.

## Data Snapshot

Our internal Gallup results showed that one of our lowest-rated areas was Q1: "I know what is expected of me at work." We discovered that this low score stemmed largely from feelings of overwhelm and burnout. In response, we've made wellness a key focus. To support this, we've implemented monthly individual check-ins with team members and biweekly one-on-one meetings with supervisors. We are currently awaiting the results of our most recent internal Gallup survey.

## Resources

Link to Amazon Journals:

<http://tiny.cc/v5pm001>



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## Project Details

"Kickout the Burnout" is a wellness initiative designed to help the Talent Acquisition team at UCSF manage stress and prevent burnout. It supports the 2024–2025 Gallup Action Planning efforts, with a key focus on improving survey results for Q1: "I know what is expected of me at work." The initiative includes a course led by Sebastiani and/or Kathleen on UCSF's wellness resources—emphasizing physical, social, and spiritual wellbeing. Participants will receive self-care and burnout journals to support ongoing wellness. The program aims to boost emotional, spiritual, and social wellbeing, leading to happier, more productive employees and stronger team connections. The journals included thoughtful prompts that sparked reflection and encouraged the team to tap into their creativity while setting personal self-care goals. Activities included creating a self-care bucket list, identifying what brings joy versus what drains energy, outlining desired self-care practices, and setting goals aligned with the seven pillars of wellness. Each day, team members had the opportunity to write down their daily intention and something they were grateful for. This process not only helped generate meaningful ideas but also fostered accountability—for both individual goals and team support.

## Project Challenges

One of the initial challenges we encountered was driving engagement and participation with the journal entries, particularly due to our hybrid work environment. It was difficult to maintain consistency and momentum when team members weren't physically together. Additionally, when the hiring freeze went into effect, urgent and time-sensitive matters took priority. For about two weeks following the freeze, much of our focus shifted to managing immediate issues, making it difficult to prioritize wellness activities during that period.

## Lessons Learned

We learned that prioritizing wellness goes beyond simply providing a journal—it requires intentional time, open dialogue, and ongoing team engagement. Driving participation within a hybrid team demanded extra effort and creativity to keep everyone connected and motivated. The unexpected hiring freeze highlighted the need for adaptability. During that period, wellness took a backseat as urgent priorities emerged, reminding us that flexibility is key in sustaining long-term initiatives. Most importantly, we discovered the power of collective support. While wellness is deeply personal and non-linear, fostering an environment where team members feel safe to share and hold each other accountable helps everyone stay aligned. Supporting individual approaches to self-care ultimately strengthened our team.