

In Person Workshops

Beyond Overwhelm: Navigating Burnout and Building a Sustainable (Work) Life

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With the ever-increasing demand for productivity, achievement, and advancement, workplace burnout can feel less like a possibility and more like an inevitability. While many contributors to burnout are out of our control, the ability to identify the warning signs within ourselves and respond swiftly and effectively can be key to managing our mental health and wellbeing. In this workshop, we will discuss what burnout is—for both neurotypical and neurodivergent humans, what burnout looks like in ourselves and in others, and how to work with our individual neurotypes to build a sustainable life.

Key Words: Workplace burnout, neurodiversity, neurodivergent burnout, burnout prevention, burnout recovery

Special Note: The organizers are actively working to make this conference, and the corresponding workshops, as accessible as possible. For this workshop, we intend to provide closed captioning and opportunities for in-person and/or virtual chat-enabled discussion. We will also provide an option to interact with a small group or process discussion points individually so that everyone will feel welcome to join and learn with us—regardless of social battery. Please let us know if you have any additional specific needs, not mentioned above, and we will do our best to meet them.

Fighting the Double Bind and Creating an Inclusive Culture*

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**These views we are expressing are our own and not those of Eli Lilly and Company*

Many women have felt it: You are either too tough or too soft. If you are likeable, then you are seen as personable but not competent. When you show compassion or demonstrate emotion, you risk losing respect in your workplace. If you are too assertive, you are seen as cold and aggressive. How do we support women in being viewed as having the right balance of workplace behaviors? When a male colleague does something strategic, the same action taken by a female colleague may be labeled as calculated. In the workplace, these situations can make it feel like men and women are held to different standards and that there is a different language reserved to discuss each, which is often referred to as the “double bind”. Women can feel as if they must choose between being liked or being taken seriously. This workshop will explore the double bind in scenarios of leadership, self-promotion, and work life balance. Participants will engage in discussions about inequalities and inclusiveness in the workplace and identify actions to take in your respective workplaces to combat the double bind and help contribute to a more inclusive workplace.