

505 – Preventing ~~Cub~~ Leader Burnout



Jon Campbell
Cubmaster – Pack 427, Redmond
Scoutmaster – Troop 8422, Woodinville

Identifying Burnout

- Burnout is a state of chronic stress that leads to:
 - physical and emotional exhaustion
 - cynicism and detachment
 - feelings of ineffectiveness and lack of accomplishment



Signs of physical and emotional exhaustion

- Chronic fatigue
- Insomnia
- Forgetfulness/impaired concentration and attention
- Physical symptoms
 - chest pain, heart palpitations, shortness of breath, gastrointestinal pain, dizziness, fainting, and/or headaches (all of which should be medically assessed).
- Increased illness
- Loss of appetite
- Anxiety
- Depression
- Anger

Signs of cynicism and detachment

- Loss of enjoyment
- Pessimism
- Isolation
- Detachment

Signs of ineffectiveness and lack of accomplishment

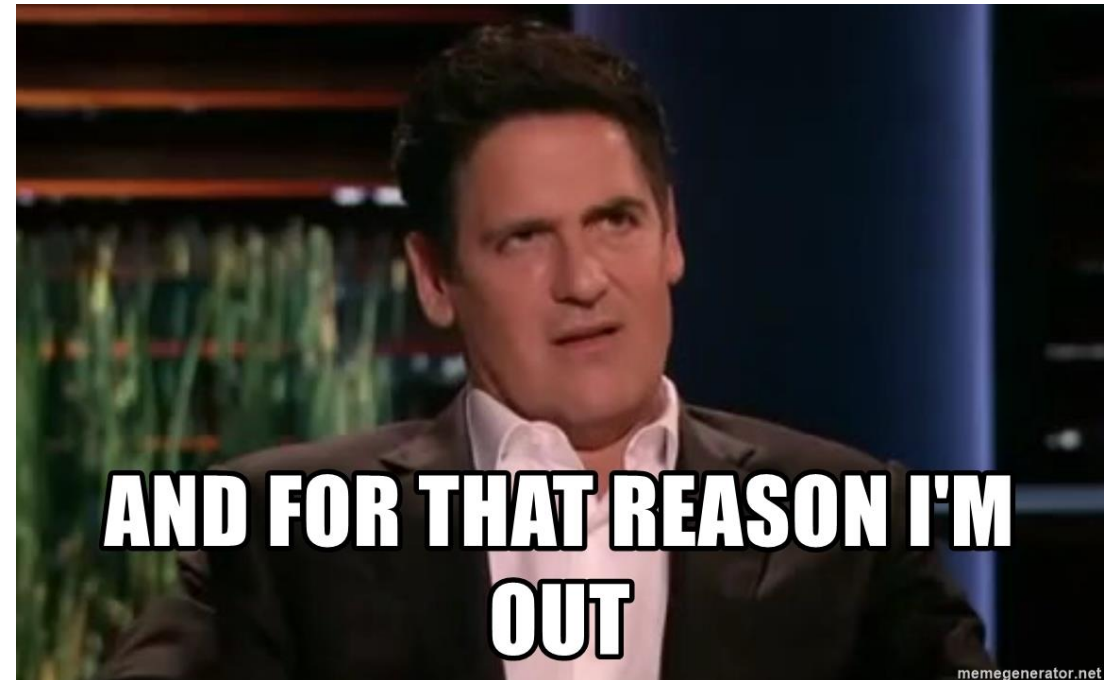
- Feelings of apathy and hopelessness
- Increased irritability
- Lack of productivity and poor performance

Now What?

What can we do to help mitigate burnout

Do Less

- Others will step up
- Sometimes stuff doesn't need to get done
- Opportunity to re-evaluate priorities



Do More (?!)

- People like helping great program
- Doubling down on program in the short run -> get people motivated to help



Outsource

- Find ways to leverage others to get program done
 - Troops
 - Magicians, Animal People
 - Museums, Science Centers
 - Special interest clubs



Ad hoc volunteering

- Plan on having others help
- Small tasks
- Get people helping as the norm
- People learn they are capable of contributing



Own your program

- It's more fun
- Focus on the things you and the scouts enjoy
- Embrace your unique culture
- Can be more satisfying



Take a break

- Can other people run a den meeting or two?
 - Assistant Den Leader?
 - Other Parents?
- Can you have a troop lead a meeting?
 - Not just for Webelos/AOL
- Can an adventure be done at home/async?



Change roles

- Many packs enforce a 2 year cycle for CC, CM, etc
- Eases pack leadership transitions
- Helps people step up
- Understand different roles



Get Trained

- Skills mismatch makes the job harder
- Is there a simpler way?
- Are there resources you didn't know about?
- Are you doing work you don't have to?



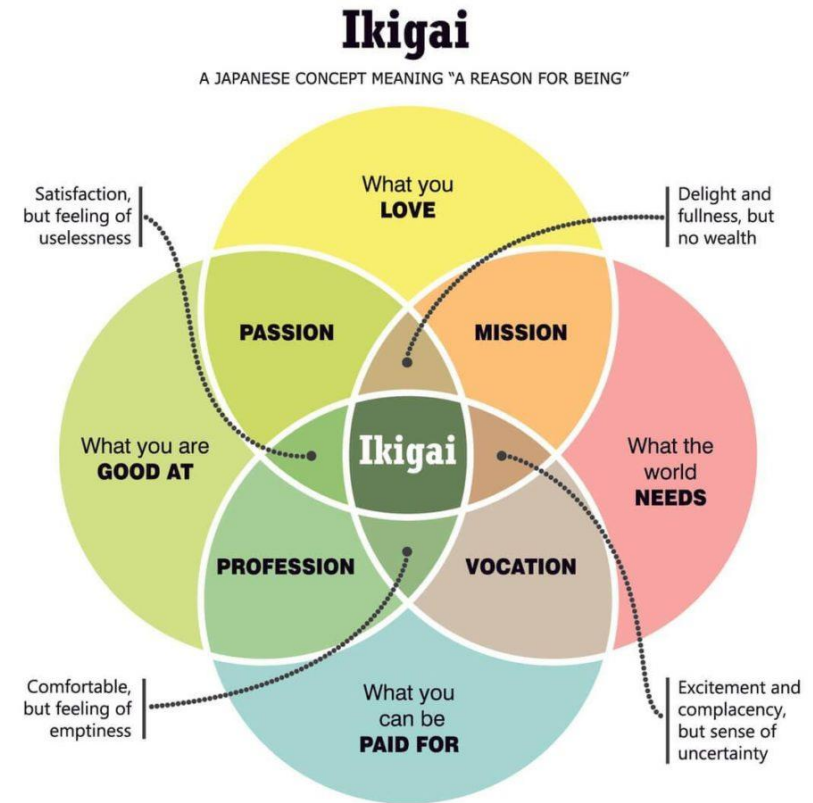
Training?

- Position Specific
 - Den Leader, Committee Member
- Broad use
 - BALOO, IOLS
- Special Interest
 - Wilderness First Aid, LNT
 - Cooking, Backpacking
- Have you heard about Wood Badge? 🗺️ 🤔



Find what you like, do that

- When you have fun, the scouts have fun
- A different role may be a better fit



Layer your program

- Pack meetings fulfill requirements across multiple ranks
 - Sam Houston Council
 - South Fullerton Council





Questions?
