



Five Tips from - The Brain-Friendly Workplace: How Leaders Can Reduce Stress and Increase Engagement

In Ellie English's recent podcast episode of Women Leadership Reframe: **The Brain friendly workplace**, [Ursula Pottinga](#), COO, [BEabove Leadership](#) discusses the neuroscience behind burnout, why it's a systemic issue, and how organizations can shift from burnout to buy-in. Ursula shares practical insights on integrating personal and professional lives, and cultivating brain-friendly workplaces, to improve trust and engagement. Click the image above to go to the podcast.

1 Shift from Productivity to Outcomes:

Focus on the "why" and "what" rather than the "how much." Redefine success by measuring outcomes like innovation, collaboration, and overall team well-being.

2 Design Brain-Friendly Workflows:

Neuroscience tells us the brain can't sustain constant focus. Incorporate breaks, reduce unnecessary meetings, and encourage time for creative thinking to activate the Default Mode Network which automatically turns on when we're not at our desk or in a meeting and this is where big ideas happen.

3 Foster Psychological Safety:

Burnout thrives in cultures where employees feel judged or unsupported. Build trust by creating spaces for open dialogue, listening deeply, and empowering teams to share challenges without fear of repercussions.

4 Align Leadership Behaviours with Values:

Leadership sets the tone. Model healthy behaviors like setting boundaries, delegating effectively, and showing empathy. When leaders role model balance, teams embody it too.

5 Rethink Inputs:

Too often, cultures reward busyness over effectiveness. Encourage leaders to ask, "What's the highest-impact use of our time?" and redesign workflows to reflect that. Simplify processes and eliminate redundant tasks to free up energy for what truly matters.

[**REQUEST A COMPLIMENTARY BREAKTHROUGH SESSION WITH URSULA – CLICK HERE.**](#)