Avoid Burnout! Don’t Overuse Overdrive

By Katie Rigsby, CAPS

In the demanding world of residential property management, working in overdrive is almost expected. At times, we even try to convince ourselves that it is productive (“I work best under pressure.”). However, the constant “pressure” and nonstop grind of working in overdrive will ultimately cause burnout. Using these tips can keep you from overusing overdrive and leave you riding comfortably on cruise control.

Know where you are going

Setting goals is imperative to staying motivated and boosting self-confidence, two important factors when avoiding burnout. Both short and long term goals will help keep you focused and provide a clear direction for the entire team.

Prepare for hazards and road blocks

Don’t let emergencies, employee call outs or last minute move-ins run you off the road. Create a plan of action for emergencies such as fires, severe weather, etc. and be sure the entire team knows their role. Having a backup plan that includes cross training and a quick list of reliable vendors is a must-have for those moments when working in overdrive is inevitable.

Be willing to switch gears

In the words of Tony Robbins, “Change is inevitable, progress is optional.” Flexibility is key to continued progress and embracing change can be the difference between racing forward and stalling out.

Gain Momentum

It may sound silly, but you can help avoid burnout by seeking out new learning opportunities. Regardless of your years of experience there is always room to improve. Get fresh ideas through mastermind groups and work on improving both hard *and* soft skills by joining professional groups. Attend conferences, take advantage of educational opportunities, read books, research the latest trends and remain actively involved with industry issues.

Bring others along for the ride

A road trip is always more enjoyable with passengers, so don’t take this journey alone. Practice delegating and put someone else in the driver’s seat for a while. Build a network of successful people who you admire and can help map out your journey. Nurture personal relationships to ensure you have a strong support system that you can lean on when overdrive is being overused.

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Stop and refuel

Listen to your body and take care of yourself. We eat at our desks (when we eat at all), we work when we are sick and we are always on-call. Property management professionals are constantly problem solving and our minds are always running, taking the time to reenergize is important for physical and mental health. Take time to enjoy life. Exercise. Laugh. You have vacation days for a reason, use them!

At times, it is necessary to put the pedal to the metal and kick it into overdrive but if you are not careful eventually exhaustion sets in and you run out of fuel. Burnout has an emotional, mental, and physical toll that can seem impossible to overcome. If you find that you are short tempered, have a lack of motivation, feeling helpless or feel like every day is a bad, you may be burnt out. It’s okay! This same list can help you overcome burnout. Simply start at the bottom of this list and work your way back to cruise control!