



Northern Utah

A monthly report of the happenings of the SHRM-Northern Utah chapter and information to support Human Resource professionals.



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President’s Address

Hello Northern Utah SHRM. Time is flying this year and we are already in the dead center of Q2. If you missed our quarterly "Ask an Attorney" call, we talked about some local cases and case law that can help us understand the legal climate of working in HR. We want to give a shout out to Sean and Mike for their time and willingness to share their expertise.

Please join us for our luncheon on May 21st, where we will hear from David Gray of Lagoon.

As always, we thank you for your participation with us at Northern Utah SHRM. It's such a privilege to be able to connect with and work alongside such extraordinary Human Resources professionals. I hope you take the opportunity to leverage the power of this network when the need arises. We are stronger together.

Till next month!

Rachel Child
2026 SHRM Northern Utah President

Upcoming Events at a Glance

See calendar items in detail at www.NUHRA.org.

<p>May 5, 2026 Ask an Attorney 8:00 Zoom</p>	<p>May 21, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott</p>	<p>June 18, 2026 Luncheon 11:30 – 1:00 Courtyard Marriott</p>
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Workplace Burnout

“Workplace” burnout is an occupation-related syndrome resulting from chronic workplace stress that has not been successfully managed. Burnout can be measured and quantified using validated scientific tools. It involves ongoing emotional exhaustion, psychological distance or negativity, and feelings of inefficacy—all adding up to a state where the job-related stressors are not being effectively managed by the normal rest found in work breaks, weekends, and time off (World Health Organization, 2019).

Note that burnout isn’t just feeling exhausted or less effective. It is somewhat normal to be tired or exhausted after a long day, week, or project, but burnout is something more.

There are quite a few health concerns related to burnout and all of these health concerns mean a greater likelihood an employee will miss work – or miss work permanently due to disability or death.

We’ve all experienced exhaustion and fatigue from work at some level and some of us have had it rise to the level of burnout. What can we do?

- Look at workload in terms of reasonability. I know your superwoman HR direction *can* do the work of four, but should she?
- Look at scheduling and set boundaries. Allow employees to maintain their boundaries. It is okay to not constantly be in work-mode.
- Create healthy relationships that build trust.
- Focus on mental health and encourage employees to stay healthy.

Find more information here:

<https://www.apa.org/topics/healthy-workplaces/workplace-burnout>