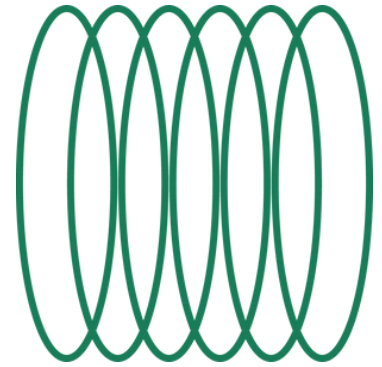




Megan Bearce, LMFT
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Topics

Should I Stay or Should I Go? How loneliness, mental health, and management impact burnout and employee retention

The workforce has changed tremendously over the past few years and with burnout, loneliness, and overwhelm on the rise, it has left some people questioning their job or entire career. Considering that, how does one decide what changes to make? How do managers promote workplace mental health to help cultivate a motivated team and foster employee retention?

Therapist and career coach Megan Bearce will share the latest findings on workplace wellness, as well as the lesser-known stress responses of hyper-independence and high-functioning anxiety, to provide strategies for managing stress in all areas of one's life. Using the analogy of a relationship, the audience will engage in self-reflection activities that explore aspects of work dynamics such as communication, culture, self-agency, connection, leadership, and expectations, as well as stressors outside of work, to identify challenges and opportunities for growth.

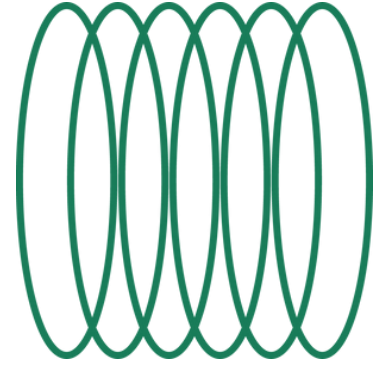
Through discussion of her own career path that went from global accounting firm to Fortune 500 company to licensed mental health professional, speaker, and author, combined with patterns found in her work with clients, Megan will share approaches for prioritizing workplace mental health, assessing one's career goals, and increasing job satisfaction for managers and employees no matter what kind of change is next. Q&A session will follow the presentation.

Learning Objectives

- Describe the signs of hyper-independence and high-functioning anxiety and how they can over time lead to burnout.
- Understand the 5 parts of wellbeing and how management can foster it as a strategy to increase employee retention.
- Identify work or personal goals, along with next steps for moving towards them, that could lead to increased job satisfaction.



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Topics

You Don't Have to Do It All: The Quest for Work-Life Balance©

Society tells us that "We can do anything!", but many people instead hear, "We have to do everything...perfectly."

We all know that perfection is an unrealistic goal, but the continued quest for it, especially when juggling the responsibilities of home and work, often leaves us overwhelmed from trying to do it all. This presentation will reveal 2 stress-reducing mottos to incorporate into your daily life along with a list of relevant resources to support this shift and participants will engage in a short exercise to learn where to begin.

Learning Objectives:

- Learn how to quiet critical self-talk.
- Discover how to reduce feelings of guilt.
- Shift your thinking from "I should" to "I want to."

Mental Health & Burnout: Strategies for Increasing Resilience©

Recognizing the associated health risks of burnout is imperative and mental health awareness is important now more than ever. Because of COVID-19, families around the globe are together at home and dealing with the stressors of job insecurity, distance learning, remote work, and the uncertainties and anxieties that come with this new "normal". A licensed mental health professional, Megan will discuss stress, anxiety, and depression and share strategies for building resilience and reducing overwhelm so you can walk away with concrete tools for yourself, your friends, and your colleagues. It's time to get inspired and educated about ways to increase your self-care and reduce burnout!

Learning Objectives:

- Gain an understanding of ambiguous loss and how it impacts our emotions and behaviors.
- Utilize stress reduction techniques to help reduce feelings of anxiety.
- Identify resources for resilience building and stress management.

Empathy and Leadership: Key Aspects of Workplace Mental Health©

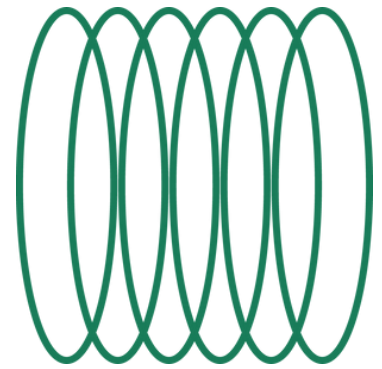
Burnout has grown into a global epidemic and it is important for corporations to expand workplace mental health efforts to include looking at the issue from a systemic perspective. One way to make a longer-lasting impact? Empathic leadership. A licensed mental health professional, Megan Bearce, LMFT will examine the interconnectedness of empathy and successful leadership, discuss some of the new data, and share strategies to bring back to the office as we return to a new type of workplace.

Learning Objectives:

- Describe the multiple factors connecting workplace mental health, burnout, employee retention, and empathic leadership.
- List the potential short-term and long-term impacts of an empathetic leadership style.
- Identify leadership strategies for cultivating a successful post-COVID workplace.



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Profile

Megan Bearce is a licensed therapist, speaker, coach, and author of *Super Commuter Couples: Staying Together When a Job Keeps You Apart*. She is a sought-after speaker and writer on workplace mental health, burnout, business travel wellness, and perfectionism and has been interviewed as an expert by SHRM, BBC, Forbes, MarketWatch, and CBS Evening News. She holds a MA in Clinical Psychology, a LMFT license, and is a former CPA, bringing a wide range of knowledge and experience to her presentations and work with clients.