

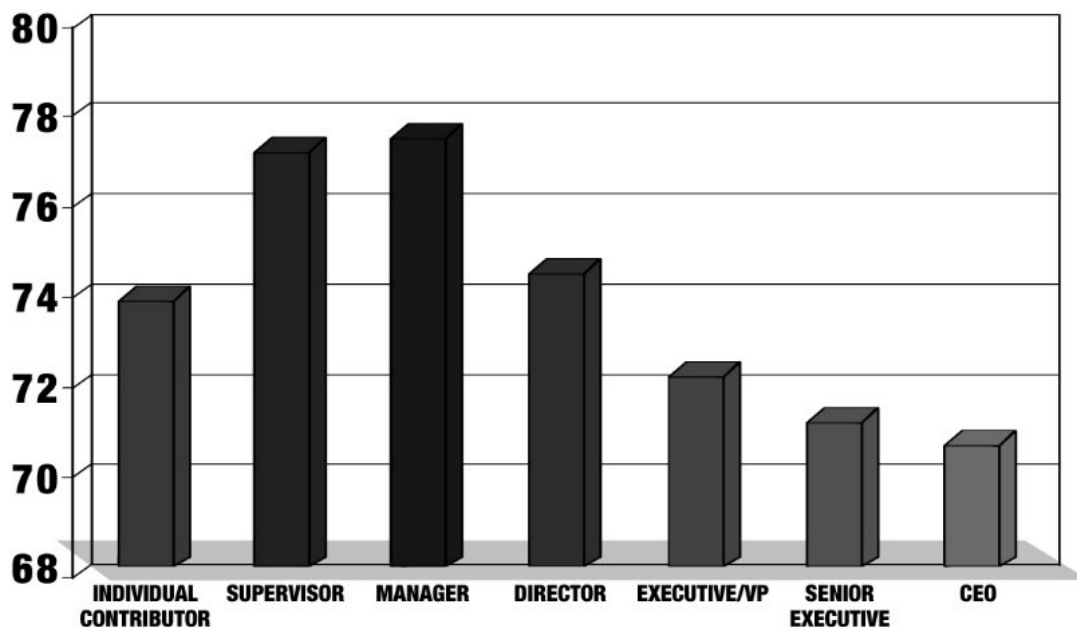


## Professional Burnout and Disengagement in the A/E Industry: What If They're Right?

May 16, 2019

Graphic 1 and Notes (*Emotional Intelligence 2.0*, Drs. Travis Bradberry and Jean Greaves)

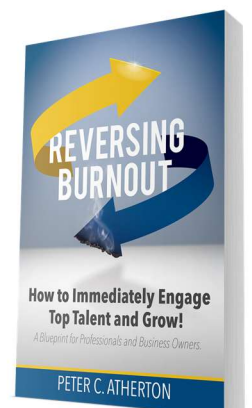
### EMOTIONAL INTELLIGENCE AND JOB TITLE



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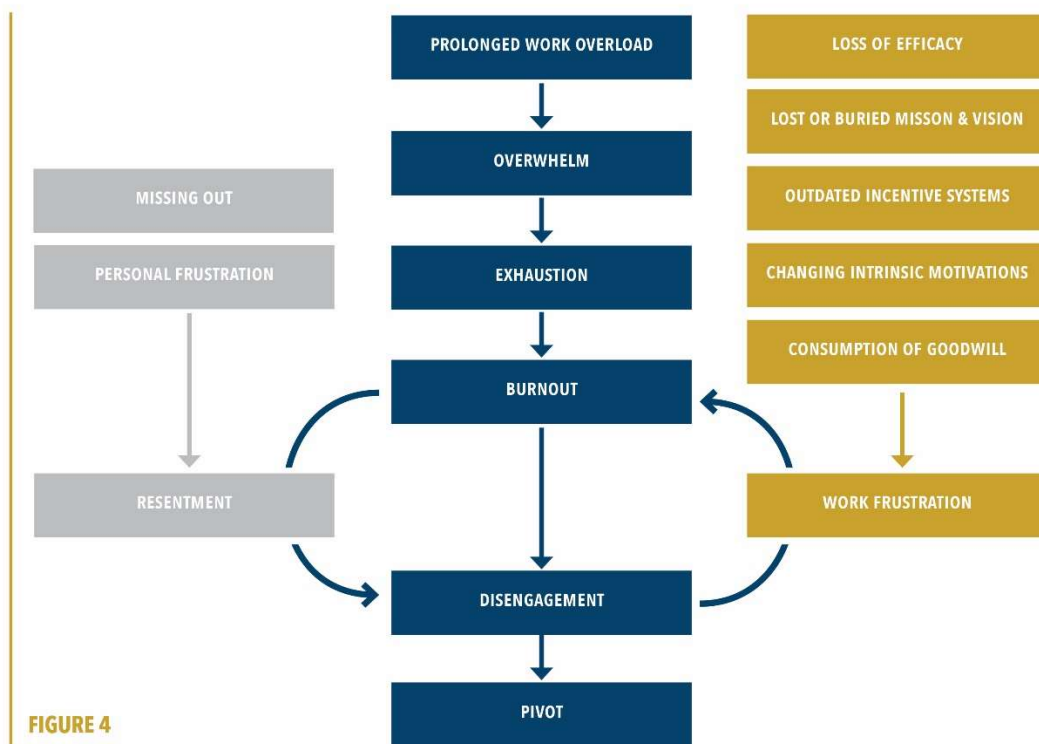


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May 16, 2019

Graphic 2 and Notes:

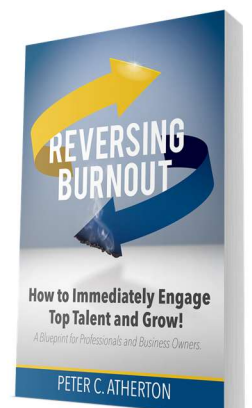
### THE ADDITION OF PERSONAL FRUSTRATION AND RESENTMENT TO THE BURNOUT-DISENGAGEMENT CYCLE



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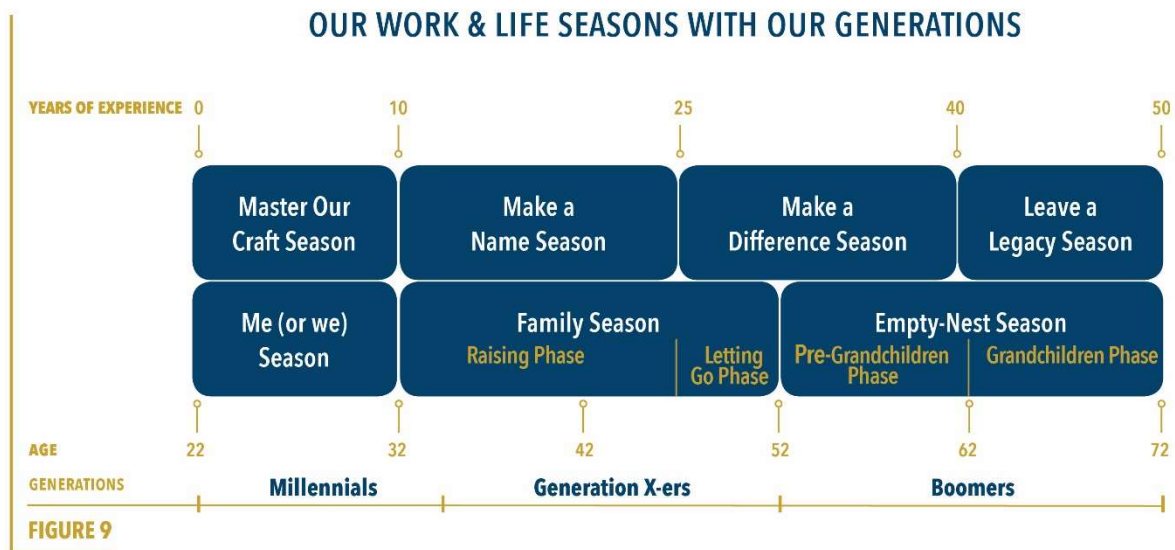
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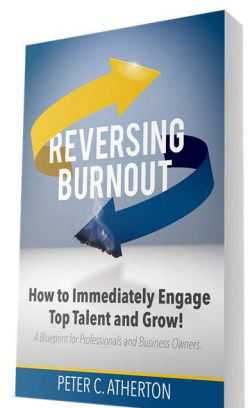
Graphic 3 and Notes:



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You can also see Pete at PSMJ's A/E/C RecruitMAX in Seattle, WA, July 23-24, 2019 speaking on:

**"Winning with Impact: How to Standout in both the Marketplace and the Recruiting Space"**

<https://go.psmj.com/recruitmax-2019>

There is a big difference between overwhelm and burnout, and each requires a different approach. We developed a 12-question quiz that will help you determine if you may be feeling merely overwhelmed or actually burning out. After taking this quiz you'll receive your results and a special report that can help you take control to either resolve your overwhelm or reverse your burnout.



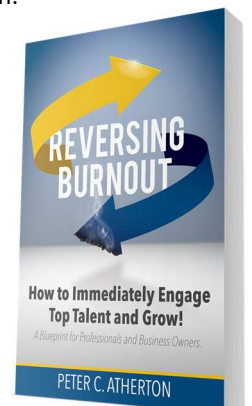
If you are a leader and you think your team may answer the questions differently, you can also click the link in your results to receive the second report. This way, you will also be positioned to best serve the needs of your team and those you rely on the most. Quiz link: <https://www.actionsprove.com/quiz/>



Peter C. Atherton, P.E. is an A/E industry insider having spent more than 24 years as a successful professional, principal, major owner, and member of the board of directors for a high-achieving engineering consulting firm. Pete is now the President and Founder of [ActionsProve, LLC](#), author of [Reversing Burnout. How to Immediately Engage Top Talent and Grow! A Blueprint for Professionals and Business Owners](#), and the creator of the I.M.P.A.C.T. process.

Pete works with A/E firms to grow and advance their success through strategic planning implementation, executive coaching, performance-based employee engagement, and corporate impact design.

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