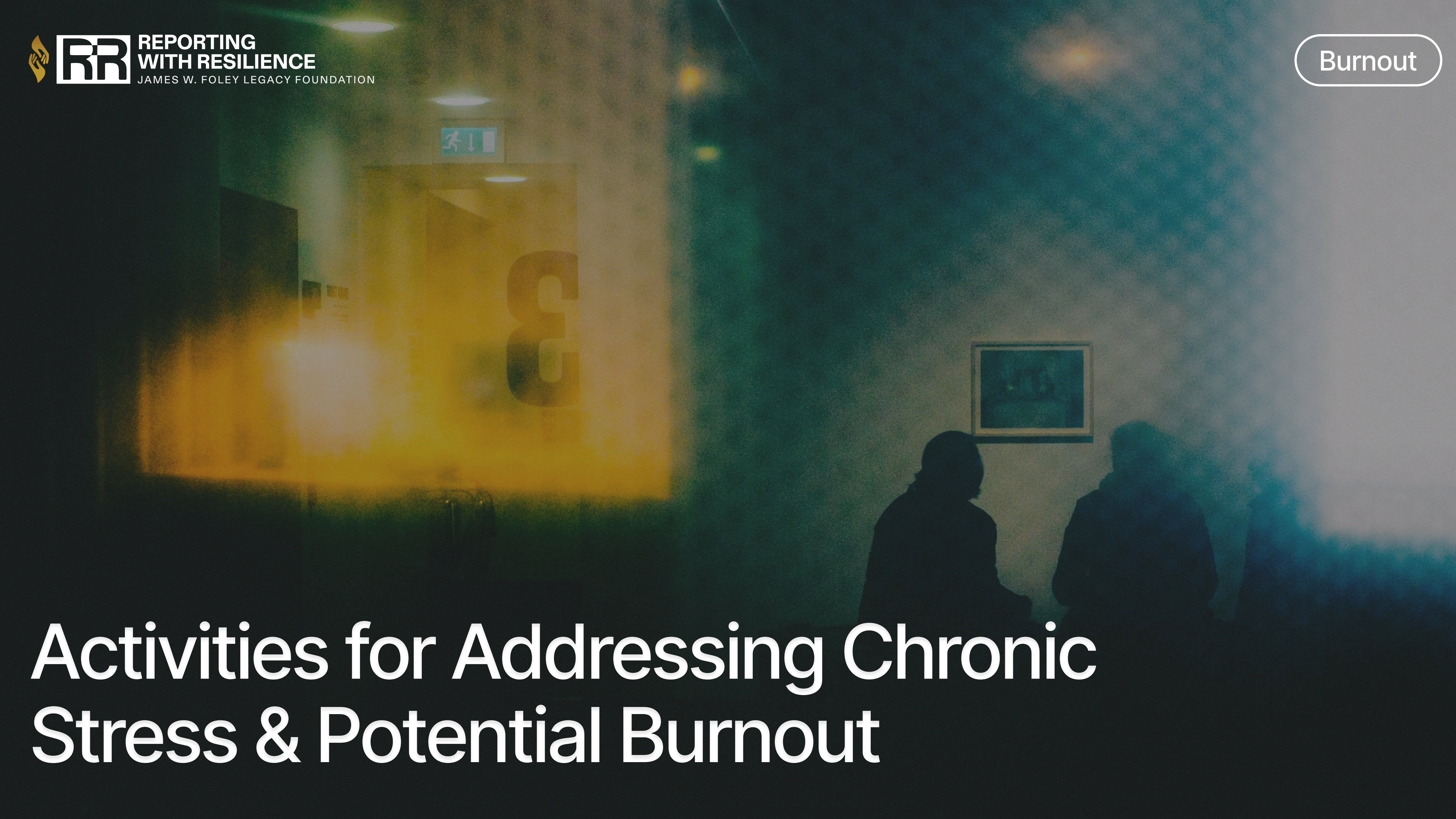




# Activities for Addressing Chronic Stress & Potential Burnout



## Directions

Use the questions on the following pages to discuss how newsrooms can better support freelancers, particularly around workload, financial stress, and wellbeing.

# 1. Hold Regular Wellbeing Check-Ins

## Objective

Create intentional opportunities for staff to discuss workload, stressors, and support needs in a structured, nonjudgmental environment.

#### How to Do It

- Schedule brief wellbeing check-ins during staff meetings or one-on-one conversations.
- Ask questions such as:
  - What has been challenging lately?
  - What is helping?
  - What support do you need?
- Encourage active listening and confidentiality.
- Identify recurring themes and follow up on concerns.

#### ✓ Why it Helps

Regular check-ins normalize conversations about wellbeing, help identify issues before they escalate, and reinforce a culture of support.



## 2. Conduct Workload and Expectations Reviews

### Objective

Facilitate discussions about workload distribution, deadlines, staffing needs, and after-hours expectations.



#### How to Do It

- Review current assignments and responsibilities as a team.
- Discuss what tasks can be delayed, delegated, or deprioritized.
- Clarify expectations regarding availability outside of work hours.
- Reassess workloads following major breaking news events or high-impact coverage.

#### ✓ Why it Helps

Burnout often stems from chronic overload and unclear expectations. Regular reviews help ensure workloads remain realistic and sustainable.



# 3. Invest in Recovery and Peer Support

## Objective

Create opportunities for staff to process difficult assignments and access support following challenging coverage.



#### How to Do It

- Hold voluntary debriefs after traumatic or emotionally demanding stories.
- Encourage and model the use of vacation time and mental health days.
- Develop peer-support systems such as buddy programs or mentoring relationships.
- Share information about available mental health and wellness resources.

#### ✓ Why it Helps

Recovery is a critical part of resilience. Providing space for reflection, connection, and support helps reduce isolation and strengthens long-term wellbeing.



# Discussion Questions for Newsrooms

## Questions

- What aspects of our work are currently causing the most stress?
- How do we recognize when someone may be approaching burnout?
- What barriers prevent staff from taking time off or seeking support?
- What practices help us recover after difficult assignments?
- How can we create a newsroom culture that prioritizes both excellent journalism and employee wellbeing?