



I'm Fine- But What's Really Brewing?

Burnout in the Brewing Industry

Overview

1. Panel Introduction
2. Symptoms of Burnout
3. Tools of Self Care
4. Employee Assistance Programs
5. Succession Planning
6. Alcohol Abuse
7. Open Discussion



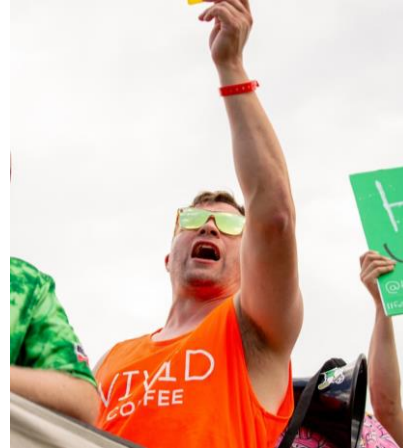
Our Panel



**Susan C. Loynd, MA,
SHRM-SCP**

Strategic HR Business Advisor,
The Richards Group

Susan Loynd, a Strategic HR Business Advisor at The Richards Group, brings over 25 years of experience in HR and operations management with a focus on mental health, employee well-being, and fostering positive workplace cultures.



Terry Thompson

Brewer, Operator Prohibition
Pig

Terry Thompson, Head Brewer at Prohibition Pig in Waterbury, Vermont, is a SUNY Fredonia graduate with experience at Mill River Brewing and serves on the Vermont Brewers Association board, leading its Technical and Educational committee.



Mike Teed

Co-Founder, Operator Black
Pond Brews

Co- founder of Black Pond Brews (CT) which opened in 2014. Mike also serves as a Professor in the Scared Heart University Brewing Science Program, and is the current President of the CT Brewers Guild.

Signs of Burnout

You are tired all the time, and cannot seem to get as much done as you usually are capable of

Increased Absenteeism and Emotional Detachment

Chronic Fatigue and Decreased Productivity

You may see increases in absenteeism and general emotional detachment from everything in both personal and work spaces

Increased irritability and frustration, combined with decreasing self hygiene due to lack of a work/life balance

Frequent Irritability and Neglecting Self Care

Physical Symptoms and Poor Decision Making

These can include headaches, gastrointestinal issues, and even other sicknesses. This can even effect cognitive functions and impair decision making.

Negative attitudes towards the business, co-workers, or even the industry can lead to issues. This will also lead to a lack of creativity and performing positively in the job

Increased Cynicism, Lack of Innovation



Tools of Self Care

- **Promote Work-Life Balance**: Encourage breaks, flexible schedules, and vacation use.
- **Ensure Rest & Recovery**: Manage shifts to allow adequate downtime.
- Examples of Activities for Self Care
 - Walks/hikes/spending time in Nature
 - Building Legos
 - Meditation
 - Playing or seeing live music
 - Fishing
 - Exercise
 - Reading
 - Theatre
 - Painting/drawing/knitting
 - Spending time with pets
 - Gardening
 - Other examples- what do you do to help you relax?

Employee Assistance Programs

Invest EAP Vermont

Website: Invest EAP Phone: (802) 864-3272

A statewide, nonprofit EAP service providing mental health and substance use support, as well as stress and burnout counseling for employees and employers.

Valley Vista

Website: [Valley Vista](#) Phone: (802) 222-5201

Located in Bradford, Vermont, Valley Vista is a residential treatment center for substance use disorders. They offer a range of addiction services, including co-occurring disorder treatment for individuals dealing with burnout and substance use.

Vermont Helplink

Website: [Vermont Helplink](#) Phone: (802) 565-LINK (565-5465)

A free and confidential resource offering information and referrals for substance use and mental health services across Vermont.

See Handout For More Resources





Succession Planning

- Why are we mentioning this?
- Brewery Co-op
 - Profit-sharing and distribution based on ownership percentage or total employees
 - Many different kinds- Worker Co-op, Consumer Co-op, Purchasing Co-op, and many other versions!
- Employee Ownership Transfer
- Selling your Business
- HAVE A PLAN NOW

Alcohol Abuse

Signs and Symptoms

Increased Tolerance

- Needing more alcohol to feel the same effects can be an early sign of dependence.

Neglecting Responsibilities

- Failing to meet responsibilities at work, school, or home

Using Alcohol to Cope

- Relying on alcohol to manage stress, anxiety, depression.

Physical Withdrawal Symptoms

- Experiencing symptoms like tremors, sweating, nausea, anxiety, or irritability when not drinking indicates physical dependence.

What To Do About It

Acknowledge the Problem and Seek Support from Trusted People

- Recognizing and admitting that there may be an issue with alcohol is a crucial first step. Talk to friends, family members, or a trusted person who can offer emotional support.

Consult a Healthcare Professional and Research Treatment Options

- Consider reaching out to a doctor, therapist, or counselor who specializes in addiction. Treatment can range from counseling and therapy to outpatient programs or residential rehab centers, depending on the level of support needed.

Explore Support Groups

- Programs like Alcoholics Anonymous (AA) or SMART Recovery among many others

Practice Self-Care

- As outlined earlier in this program



OPEN DISCUSSION

What is your story? We want to hear!

Thank You!!

We are happy to provide more resources to help you and your staff navigate any of these issues! Chat with us after this concludes!

