

Chamber CHATTER



MECHANICSBURG
CHAMBER OF COMMERCE
The Strength of One. The Power of Many.™

5.30.24

6 West Strawberry Avenue, Mechanicsburg, PA 17055 (717) 796-0811 www.mechanicsburgchamber.org

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News, Events & more!

CHAMBER EVENTS

Watch for Weekly Updates!!

June

6 - Chamber Office closed for off site activity.

20- **Jubilee Day** - Downtown Mechanicsburg.
10:00 AM - 9:00pm.

27 - **Business Leaders Discussion Group** -
Sponsored by PaySmart Payroll Services, 650 Wilson
Ln, Ste. 100, Mechanicsburg. 7:45 - 9:00am.
Members only event.

RSVP to info@mechanicsburgchamber.org

Seeking HOSTS for 2024 EVENTS

- Business Women's Networking Luncheon
 - After Hours Mixer
- Business Leaders Discussion Group

BE A HOST and showcase your business,
service and more...

For a full calendar of chamber and member events,
visit www.mechanicsburgchamber.org/events

Thank You For Renewing Your Membership!

Advanced Coating Technology
BrokersRealty.com
Cumberland County Library System Fdn
Hot Frog Print Media
Landmark Homes
LaPerla LLC

Mechanicsburg Area Parks & Recreation
PaySmart Payroll Services
The Wildcat Foundation
Univest Financial
Wolf's Bus Lines

Mechanicsburg Chamber of Commerce presents:

Business Leaders Discussion Group

Thursday, June 27

7:45 - 9:00 am

**Sponsored by
PaySmart Payroll Services
650 Wilson Ln, Suite 100
Mechanicsburg**



RSVP to info@mechanicsburgchamber.org or call 717-796-0811.
This members-only event is free to attend!

Bring your questions and business topics and hear what others have to say!

Seeking HOSTS for 2024 EVENTS

- Business Women's Networking Luncheon
 - After Hours Mixer
- Business Leaders Discussion Group

BE A HOST and showcase your business, service and more...

For more information - on HOSTING AN EVENT
contact the Chamber office at 717-796-0811 or email - info@mechanicsburgchamber.org.

Our calendar is WIDE open.



Jubilee Day

WE NEED YOUR HELP!!!

The 94th edition of the largest, longest running one-day street fair is June 20. This is the largest event that the Chamber produces and it cannot be done without your help. We have the assistance of a number of loyal volunteers, but we could use a few more hands. If you have a few hours that day to help out, it would be very much appreciated. Be a part of a Mechanicsburg tradition that is the highlight of the community. Please contact the Chamber office to let us know when you would be available.

717-796-0811

or info@mechanicsburgchamber.org



JOIN THE TIDE MINISTRY
for a **Taste of The Tide** event on
Friday, June 7th at 6:30 PM.



The Meeting House
1155 Walnut Bottom Rd
Carlisle, PA

An evening of fun and fellowship awaits you through this Taste of The Tide cultural experience.

Enjoy authentic food and music from Thailand and hear from Kris G., one of The Tide 'boots on the ground' partners, as she shares about the ministry to the people there.

The event is free to attend, with an opportunity to give to The Tide ministry's work in Thailand.

RSVPs appreciated by June 3rd.

- 717-264-7288 or events@thetide.org
- Scan QR code
- Visit the Carlisle Taste of The Tide event at: thetide.org/events



Report Potholes to PennDOT

While it's always great to welcome the spring thaw, it also brings with it more potholes on our roads and bridges. Extreme fluctuations in temperatures can contribute to more potholes on our roads.

To help combat potholes and prevent them from becoming a danger to vehicles and drivers on the road, you can report potholes to PennDOT. Simply call 1-800-FIX-ROAD or [click here to file a report online](#).

THRIVER DAY

June 8, 2024

10 AM - 1 PM

The public is invited to join us for this incredible day!



**Breast Cancer Thriver names will
be added to the Wall of Hope**

- Kimchee Girl Food Truck
- Raffle
- TaTa Rebels
- Fill the Trailer
- Pink B*Cause
- Special Sales

5325 E. Trindle Road | Mechanicsburg, PA

GFWC (General Federation of Women's Clubs) Mechanicsburg

The next meeting will be on Tuesday, June 11, 2024 at 6:30 PM at Buhrig's Gathering Place, 25 East Main Street, Mechanicsburg. There will be a pot luck supper, so bring a dish to share and your place setting. The program will be installation of officers for the 2024-2026 term.

Would you like to know more about how we serve the community while helping Veterans, libraries and schools? Come for a visit to find out.

For more information, contact Sue at 717.243.9872 visit our website at <http://gfwcmch.tripod.com/>



The poster has a vibrant red background with faint, light-colored illustrations of various food items like a burger, pizza, and fries. At the top, the words 'Third Friday' are written in a gold, cursive font, followed by 'FOOD TRUCKS' in large, bold, white, sans-serif capital letters. In the center is a stylized illustration of a yellow food truck with a black roof and wheels. To the left of the truck, a black circle contains the text '4:30-8 p.m.' in white. Below the truck, the event dates are listed in white, bold, sans-serif capital letters: 'APRIL 19 ▪ MAY 17 ▪ JUNE 21 ▪ JULY 19' and 'AUG. 16 ▪ SEPT. 20 ▪ OCT. 18'. The bottom section of the poster has a tan background. On the left is the logo for 'First United Methodist Church MECHANICSBURG, PA', which includes a stylized church building. To the right of the logo is the address '135 W. Simpson St., Mechanicsburg', the phone number '717-766-4611', and the website 'fumchurch.com'. A QR code is located to the right of the text. At the very bottom, a black banner contains the text 'MULTIPLE TRUCKS /// VARIETY OF FOOD' in white, bold, sans-serif capital letters.

JAZZ ME BAND

KIRK WISE UPCOMING
SOLO, DUO & BAND
PUBLIC DATES

Fri. 5/31 – The Gettysburger,
Gettysburg...Kirk solo/Duo 7-10

Sat. 6/1 – Sage Lane Spring Sale,
Dillsburg...Kirk solo 11-2

Sat. 6/1 – Free Spirit Campground,
Loysville...Kirk & Band 5-8

Sun. 6/2 – Captain Bob's Steamed Crabs,
Railroad/ Shrewsbury...Kirk solo 1-3

Tue. 6/4 – Greystone Brew House@
Range End , Dillsburg...Kirk solo 6-9

Fri. 6/7 – Hook & Flask, Carlisle...
Kirk solo/duo 7-10

Sat. 6/8 – Mt. Airy Orchards,
Dillsburg Strawberry Festival...Kirk solo 10-1

Sat. 6/8 – Reid's Wine & Cider House,
Gettysburg...Kirk Duo 7-10

Tue. 6/11 – South Hanover Farmers Market
...Kirk solo/duo 6-8

For complete up-to-date
schedule, information,
and photos go to
www.jazzmeband.com

Bookings: call Kirk at 717-979-0341 or
E-mail wisemotors@aol.com

Tour sponsors:
FARNHAM INSURANCE,
MEMBERS 1st F. C. U.,
CLASSIC DRY CLEANERS, STUDIO D &
LANDON WISE PHOTOGRAPHY



Get Ready for REAL ID

The deadline for enforcement of the federal REAL ID Act is set to begin less than a year from now, on May 7, 2025.

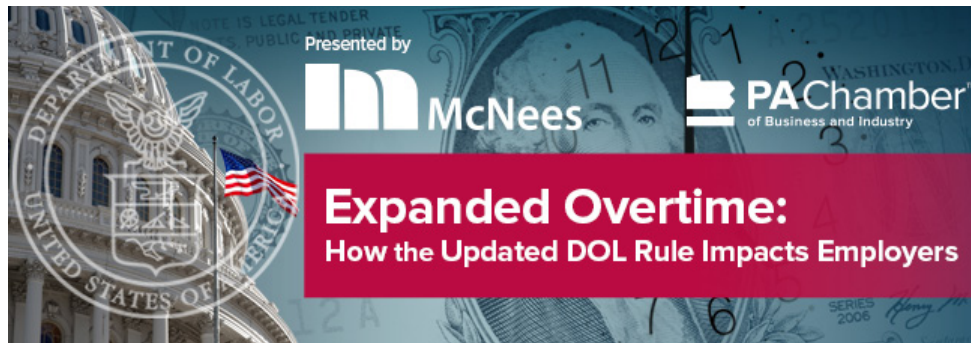
As of that date, you will have to present a federally accepted form of identification to board a commercial domestic flight or visit a secure federal building that requires ID at the door. Federally accepted forms of identification include a Pennsylvania REAL ID driver's license or ID card, a U.S. passport or passport card, or a military ID.

While all Pennsylvanians must comply with the new law, obtaining a state-issued REAL ID is not mandatory. PennDOT will continue to offer standard-issue driver's licenses and photo IDs.

Full enforcement of the law has been delayed several times due to the COVID-19 pandemic, which was hindering efforts to process REAL ID applications across the country.

To learn more about REAL ID and how to obtain one, visit penndot.gov/REALID.





Wednesday, June 12, 2024

10:30 a.m. to 11:30 a.m.

Virtual Platform: Zoom

FREE Webinar to Discuss Impact of DOL's Salary Threshold Exemption on Employers

The U.S. Department of Labor recently issued a ruling increasing the salary threshold required to exempt workers from overtime pay from \$35,568 to \$43,888 effective July 1; and then to \$58,656 by the beginning of 2025, with automatic increases every three years based on wage data.

Join us for a FREE webinar on **Wednesday, June 12**, from 10:30 a.m. to 11:30 a.m. to understand what this ruling means for your business, while earning continuing education credits! McNeese Wallace & Nurick attorneys Adam Long and Austin Wolfe will discuss the significant implications that the DOL's administrative action could have for Pennsylvania employers' compliance with overtime pay, along with options and next steps you can take to protect your business!

Register Now

About the Speakers

Since 2002, Adam Long has practiced in the Labor and Employment Law Practice Group, assisting employers with labor and employment law compliance and representing employers in defense of claims made against them.

Adam regularly counsels employers on a wide range of labor and employment law issues, including wage and hour compliance, employment discrimination, employee leaves of absence, labor relations, and non-competition agreements.

Adam also represents employers in single plaintiff and class-based employment litigation matters and before various governmental agencies, including the Equal Employment Opportunity Commission, the Pennsylvania Human Relations Commission, and the National Labor Relations Board. He also represents employers with union-represented workforces in collective bargaining negotiations and grievance arbitrations.

The clients that Adam serves range from publicly traded companies to family-owned businesses. Adam also serves as counsel for a number of colleges and universities.

Adam is admitted to practice in the Commonwealth of Pennsylvania, before the U.S. Court of Appeals for the Third Circuit, and in the U.S. District Courts for the Western, Eastern, and Middle

Districts of Pennsylvania. Adam is active in the community and currently serves as a Board member for The LINK Foundation and as the Chair of the Human Resources Committee of the United Way of the Capital Region. He also is a former Board member and Board Secretary for the American Red Cross's Central Pennsylvania Chapter, a former President of the Paxtonia Athletic Association, and a former member of the Board of Directors of the Center of Independent Living of Central PA.

Austin Wolfe practices in the McNeese Labor & Employment Practice Group where he works with employers in a broad range of labor and employment law matters, including employment discrimination, workplace harassment, retaliation, wage and hour compliance, and workers' compensation matters.

Austin represents clients before federal and state courts as well as a variety of administrative tribunals, including the Pennsylvania Human Relations Commission and the Equal Employment Opportunity Commission. Austin's broad litigation and transactional experience allows him to creatively and efficiently resolve his clients' issues.

Continuing Education Credits

CLE credits are available for attendees of this webinar. Click [here](#) for details.



417 Walnut St., Harrisburg, PA 17101
www.pachamber.org | 800 225-7224

HOST: NICOLE STREETS

SPEAKER : BRITTANY SMALLS

SPEAKER : LISA DORR

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Trauma

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Visit our website : www.rhemacreationz.com

Register on eventbrite: <https://www.eventbrite.com/e/triumph-over-trauma-tickets-380327743157>

Come and be part of something special at the "Broken Vessels Podcast 3rd Anniversary Celebration"! This conference, taking place on July 20, 2024, from 11am to 3pm in the vibrant city of Mechanicsburg, promises to be an unforgettable gathering. Join us as we commemorate three incredible years of hosting our Podcast, where we have shared powerful testimonies of hope, redemption, and restoration.

Immerse yourself in the soul-stirring sounds of gospel music, as talented musician fill the air with uplifting melodies. Prepare to be inspired by our esteemed guest speakers, who will share their wisdom and insights on navigating life's challenges with faith and resilience. But that's not all – delicious food and delightful fellowship await you, providing the perfect backdrop for forging new connections and strengthening existing bonds. Four phenomenal guest speakers will share their inspiring stories of overcoming adversity and rising above life's challenges.

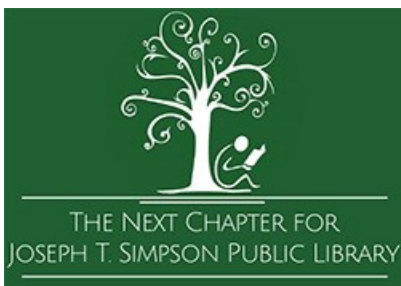
Whether you're a devoted listener of the Broken Vessels Podcast or simply seeking an uplifting and transformative experience, this conference is tailor-made for you. Come, celebrate with us, and be part of an extraordinary afternoon that will leave you feeling rejuvenated and inspired. Your presence is eagerly anticipated – don't miss out! Come and be refreshed, empowered, and equipped to triumph over trauma and step into the fullness of your destiny.

Be sure to purchase tickets online <https://www.eventbrite.com/e/880307743157?aff=oddtcreator>



Welcome OSS Health Good Hope

The Mechanicsburg Chamber of Commerce joined elected officials and the staff of OSS Health to cut the ribbon for the newest location. This brand new complex offers a clinic, urgent care, and on-site imaging. Everything needed for orthopaedic care all in one place. From general orthopaedic services to sports medicine to specific joints and specialties are being handled at this comprehensive facility. The new office is located at 1926 Good Hope Road, Enola (right off Wertzville Road).



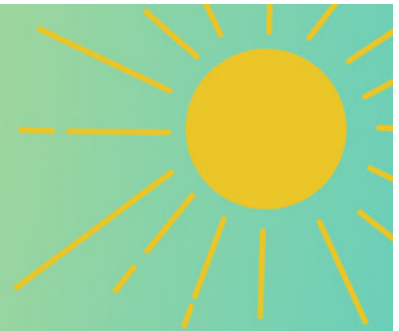
The Next Chapter for Simpson Library: Simpson Library Capital Campaign

Imagine more library program and meeting space and a permanent home for the Friends of the Library Book Sales! That's what is planned for the new Learning and Book Sale Center at 45 West Allen Street! It is located just a few blocks from the existing library. The building you know and love on North Walnut

Street will remain the hub of our library services. We need your help to meet our \$2,000,000 [campaign goal](#) to renovate the space into a flexible, modern space. To make a tax-deductible donation, please visit our [webpage](#) or stop in!



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CORPORATION



SUMMER TOURISM ANNUAL MEETING

Join CAEDC as Relic shares the results of a consumer perception study, and hear from a media panel about telling your story.

JULY 10

1:00-3:30

REGISTER HERE

**HOSTETTER CHAPEL
MESSIAH UNIVERSITY**



How Burnout Became Normal — and How to Push Back Against It

By **Kandi Wiens** - Harvard Business Review

Slowly but steadily, while we've been preoccupied with trying to meet demands that outstrip our resources, grappling with unfair treatment, or watching our working hours encroach upon our downtime, burnout has become the new baseline in many work environments. From the 40% of Gen Z workers who believe burnout is an inevitable part of success, to executives who believe high-pressure, "trial-by-fire" assignments are a required rite of passage, to toxic hustle culture that pushes busyness as a badge of honor, too many of us now expect to feel overwhelmed, over-stressed, and eventually burned out at work. When pressures are mounting and your work environment continues to be stressful, it's all the more important to take proactive steps to return to your personal sweet spot of stress and remain there as long as you can. The author presents several strategies.

If we're exposed to something repeatedly, it seems we can become desensitized to almost anything. An event that once evoked shock can come to seem routine; what once prompted alarm can eventually inspire no more than a shrug.

As a burnout researcher, I sometimes worry that we're becoming numb to just how serious this workplace syndrome actually is. Not only is the sheer number of people experiencing burnout **higher** than ever, recent evidence shows that burnout is affecting workers at **younger** ages — and its effects are more debilitating. The latest **Stress in America** survey reveals that 67% of adults ages 18 to 34 say stress makes it difficult for them to focus, 58% describe their daily stress as "completely overwhelming," and nearly half report that most days their stress is so bad they're unable to function.

Regardless of age, burnout remains an urgent concern. Employees who are suffering from it — a syndrome characterized by exhaustion, negativity or cynicism toward one's job, and underperformance — are **more likely** to experience sleep disturbances, cardiovascular disease, gastrointestinal issues, depression, absenteeism, and job dissatisfaction. Meanwhile, burned-out workers are more likely to make **errors** and less likely to be innovative and productive. **Gallup** estimates that low employee engagement (a hallmark of burnout) costs the global economy \$8.8 trillion, or 9% of the global gross domestic product.

Perhaps most shocking of all is that so little of this actually is shocking. From the 40% of Gen Z workers who believe burnout is an **inevitable** part of success, to executives who believe **high-pressure**, "trial-by-fire" assignments are a required rite of passage, to toxic hustle culture that pushes busyness as a badge of honor, too many of us now expect to feel overwhelmed, over-stressed, and eventually burned out at work.

In my book ***Burnout Immunity***, I describe how burnout can sometimes sneak up on us so gradually we don't realize we've entered a danger zone until we get sick, our motivation vanishes, or our performance plummets. I believe a similar mechanism is occurring on a larger scale, across work cultures and even societies. Slowly but steadily, while we've been preoccupied with trying to meet demands that outstrip our resources, grappling with unfair treatment, or watching our working hours encroach upon our downtime, burnout has become the new baseline in many work environments.

The Sweet Spot of Stress

Because burnout is caused by prolonged exposure to stressful workplace conditions, fully eliminating it calls for systemic changes to organizational conditions and cultures. That said, there are measures individual workers can take to help protect themselves, and to begin moving their personal baseline back to a healthy starting point. One of the best ways I've found is to learn to maximize our time within what's known as the window of tolerance — or what I've come to refer to as the sweet spot of stress.

The window of tolerance concept was first developed by neurobiologist and clinical professor of psychiatry Dr. Dan Siegel to describe an “**optimal zone of arousal**” within which we can best process and respond to the demands of everyday life. When we're within our window of tolerance, we are neither hyper-aroused (i.e., overstimulated, too stressed, or anxious) or hypo-aroused (i.e., understimulated, withdrawn, or shut down). In this “sweet spot” between too revved up and not challenged enough, we have access to our executive functioning skills, which enable us to plan and organize, regulate our emotions, and manage our time and priorities. This optimal state, psychotherapist Linda Graham explains, is our natural, **baseline state** of physiological functioning, when we're “grounded and centered, neither overreacting to other people or life events nor failing to act at all.”

What Siegel and Graham are describing is a place of regulation and equilibrium: We are calm yet engaged, relaxed yet fully alert. This is the middle ground we're aiming for — the “sweet spot” where we're experiencing just enough stress that we feel energized and attentive, but not so much that we feel overwhelmed and ineffective. Low to moderate levels of **perceived stress** (the degree to which a person appraises events in their life to be stressful) have been found to **enhance** working memory and cognitive function, but once a person crosses the threshold into high stress, their ability to remember, concentrate, and learn new things begins to **decline**. This is the point when stress becomes toxic, which leaves us vulnerable to a host of physical, mental, and occupational woes, including burnout. Anytime we're operating from within the sweet spot of stress, however, where we have the optimal level of stimulation, we are reestablishing a healthy baseline, and we are optimally positioned for our best health, thinking, learning, and performance.

It's important to remember that everyone's sweet spot of stress is different, as each of us has different thresholds for what we find stressful and draining and what we need to feel motivated and effective. How do you know when you're no longer within your personal sweet spot of stress? Sometimes it's obvious, but toxic stress can show up in a variety of ways, some of them not as well known.

Your body could let you know, for example, in the form of muscle tension, headaches, insomnia, stomach upset, shortness of breath, an elevated heart rate, or falling ill more often. Your brain could tell you in the form of anxiety, negativity, apathy, trouble focusing, or feeling out of control. Your moods could alert you through irritation, impatience, defensiveness, or becoming more quarrelsome. Your behavior could tell you in the form of poor decisions, disengagement, missed deadlines, avoidance, making more mistakes, or quiet or actual quitting. Being out of your sweet spot of stress can even show up in your language. If you find yourself frequently using words such as exhausted, defeated, demoralized, numb, overwhelmed, overloaded, or stuck to describe how you feel at work, you're likely in the distress zone and at risk of burning out.

Reestablishing a Healthy Baseline

When pressures are mounting and your work environment continues to be stressful, it's all the more important to take proactive steps to return to your personal sweet spot of stress and remain there as long as you can. Here are some techniques that work.

1. Identify the conditions that keep you in your sweet spot of stress.

Think back to the last time you felt calm, regulated, and fully engaged in what you were doing. Make an inventory of the conditions that enabled you to get to and maintain that state. For most people, “the basics” will always make the list: sufficient sleep, healthy, nutritious meals, some sort of physical activity.

From there, list any of the supports or resources you would need to stay within your personal sweet spot, and think about the triggers that would push you into the distress zone so you can do your best to avoid them. For example, before any big meeting, one of my study participants reserves the conference room a half hour early so she can get fully prepared and feel comfortable in the space, and she avoids caffeine because she knows it will make her jittery and anxious. These simple techniques keep her within her sweet spot of stress as she leads the meeting.

What’s on your list? Asking for help or feedback, calling a friend for a pep talk, engaging in regular exercise, planning ahead, and regularly connecting with people who uplift you are all good options. The list will be different for everyone, but knowing what ushers you into your sweet spot (as well as what will push you out of it) will help you remain there as long as possible.

2. Use emotional regulation strategies.

Emotional regulation allows us to manage our emotions in such a way that we remain effective and in control, even in the midst of high-stress situations. One of the best ways to get better at this invaluable life skill is to start practicing it while you’re still in a calm, regulated state. Regular mindfulness meditation, where you simply note your thoughts and feelings without judgment as they arise, enables you to become less reactive and dysregulated when high stress or other big emotions arrive.

You can also begin shifting your mindset by adopting the **challenge response** to stress: Assure yourself that whatever stressor you’ll face is a problem that can be solved, and that any of the physiological responses associated with high stress — elevated heart rate and a boost of adrenaline, for instance — are the sources of extra energy and excitement you’ll need to solve the problem. When you’re dysregulated, deep breathing works quickly to help calm a hyper-aroused nervous system, and pausing to **label your emotions** decreases their intensity and duration, ushering you back into a state of regulation.

3. Prioritize work recovery and make it a habit.

Instead of treating time away from work as a last resort only after you’re overwhelmed and exhausted, take a cue from professional athletes and give yourself regular “doses” of **work recovery**. Researchers **have found** that we need to fully detach from the demands of work on a regular basis in order to unwind, recharge, and recover from workplace stress.

Remember, it’s ongoing, unrelenting stress that leads to burnout. When we deliberately interrupt the stress cycle, stress doesn’t have a chance to become chronic and burnout can’t take hold. Even **“micro-breaks” taken throughout the workday** — five or 10 minutes to take a walk, have a social chat, or stretch, for instance — have been shown to be effective in lowering stress.

4. Identify what you’re able to change for the better.

A lack of control at work, whether it has to do with your schedule, your workload, your impact on decisions that affect you, or the conditions you need to perform at your best, is inherently stressful and a prime contributor to burnout. At the same time, prolonged stress and burnout have a way of eroding

any sense of control or autonomy you do have.

To interrupt this vicious cycle, make a list of the things you can change, even to a small degree, and act on them. Perhaps you can redistribute tasks among team members, ask for extended deadlines or extra support, enforce boundaries around work hours, or adjust your schedule in a way that best supports your well-being and performance. Dwelling on what you can't control will only increase your stress and give your burnout more of an in, but acting on what you can change for the better not only improves your situation, it restores your sense of agency and autonomy.

5. Get by with a little help from your social connections.

It's been well established that social support has a **buffering effect** against the negative effects of stress on our physical and mental health. Likewise, having supportive relationships at work mitigates the stress associated with job demands and decreases the risk of **burnout**. Social connections increase our **resilience to stress** and provide us with a support system that can help us navigate challenging situations and manage work-related stress.

Make an effort to reach out to trusted colleagues to strengthen your relationship and to exchange views and strategies about how you handle stress. They may have tried tactics that you haven't thought of.

6. Reconnect with your values.

Few things are more stressful (and will lead to burnout more quickly) than being expected to act in a way that is not in accordance with **your values**. Values conflicts are especially harmful because they cut to the core of who we are, what we believe in, and often, what we deem right and wrong.

And it need not be a flagrant ethical violation — for example, being asked to lie to cover up a superior's mistake — to stress us out to the point that we enter the distress zone. Sometimes, values conflicts occur because we're trying to please others or we feel the need to mold our personalities to our company culture in order to fit in or excel. The common core is that we are acting in a way that is in conflict with our authentic selves, which is inherently stressful.

Ask yourself, "What sacrifices am I making that are not in service to my values?" and "How much longer am I willing to make these sacrifices?" Identify the source of those conflicts and do whatever it takes to remove them, and then remain connected to your own core values.

7. Seek professional help.

If burnout has become your new normal and you don't know how to get back to a healthy baseline, you've reached a point where professional help from an experienced therapist or coach may be your best way forward. Leadership expert **Chris Bittinger** has found that executive coaching helps prevent burnout, even when leaders are experiencing moderate to severe job-related stress. Besides the ongoing social support it provides, coaching helps us develop self-efficacy, improve our emotional intelligence, and enhance our ability to problem-solve our way through stressors — all of which help protect against burnout.

...

Pushing back against the systemic forces that have nudged our collective baseline closer to burnout will take the effort of many people working together. But there are plenty of things each of us can do in our own contexts to prevent our workplace stress from entering the danger zone and to help create healthy workplaces where burnout can't gain ground.

ABOUT THE AUTHOR

Kandi Wiens, EdD, is a senior fellow at the University of Pennsylvania Graduate School of Education and the author of the book *Burnout Immunity: How Emotional Intelligence Can Help You Build Resilience and Heal Your Relationship with Work* (HarperCollins, 2024). A nationally known researcher and speaker on burnout, emotional intelligence, and resilience, she developed the **Burnout Quiz** to help people understand if they're at risk of burning out.