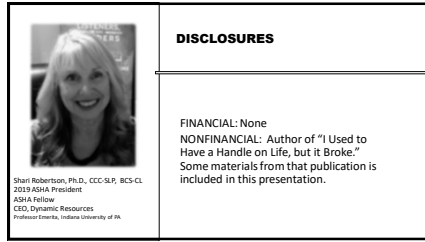
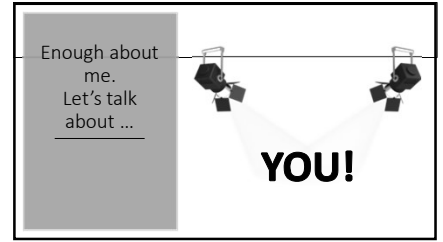


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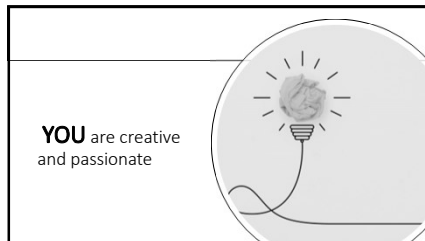
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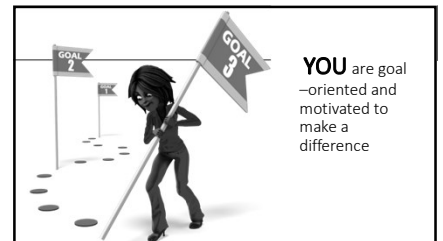
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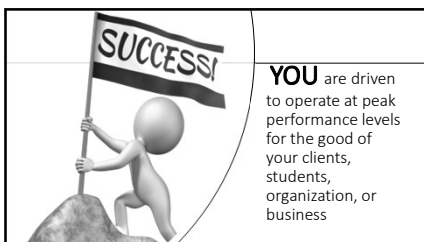
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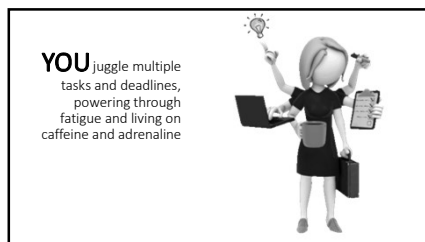
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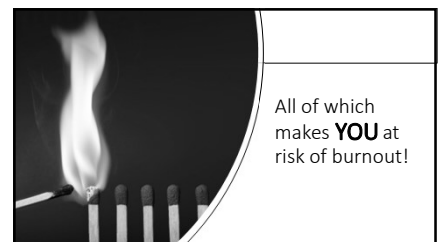
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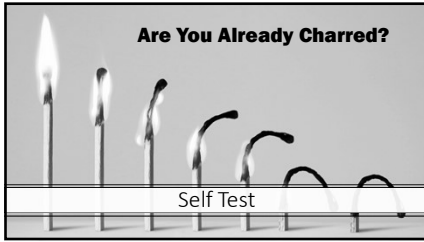
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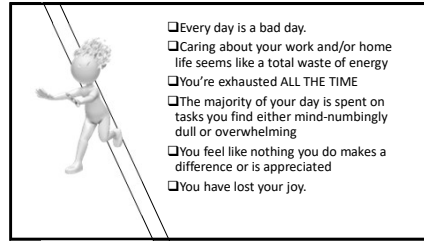
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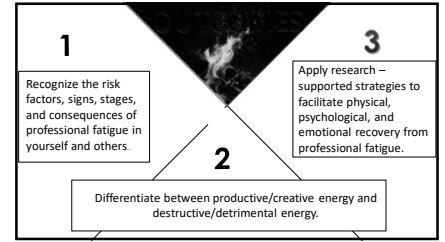
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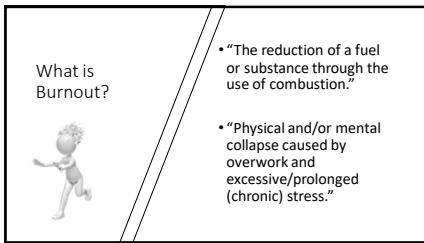
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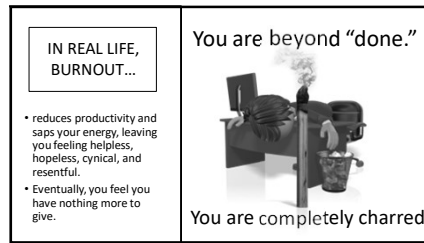
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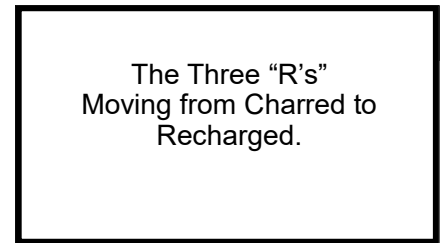
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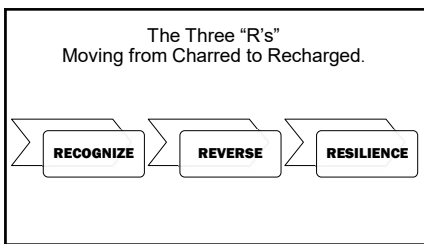
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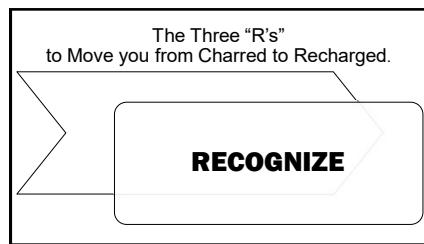
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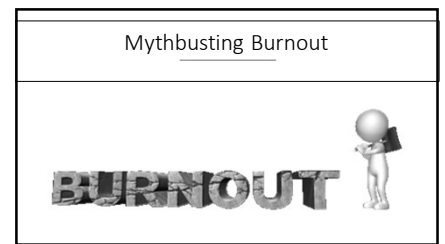
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16



17




18



**MYTH:** Burnout is an epidemic of people who have been in the profession for a long time


19



- ALL ages at risk.
- Affects more than just the person who is burning out.


20

**MYTH**



High achieving, intelligent, emotionally-aware people like us recognize when we are burning out. we burning out.

21




- Because burnout is a cumulative phenomenon, most people don't realize they are burning out until they are a pile of ashes.
- PLUS we are too busy chasing success to smell the smoke (or feel the heat increasing)

22

**MYTH:**

People who experience Burnout hate their jobs.



Oh, you hate your job? Why didn't you say so? There's a support group for that, it's called everybody, and they meet at the bar. — Steve Jobs —

23

**Reality**

There is little to no correlation between work environment and professional fatigue (burnout).


Burned out individuals can be found in fantastically positive and psychologically safe workplaces as well as more challenging environments.

The large majority of people who experience burnout actually love their jobs

24

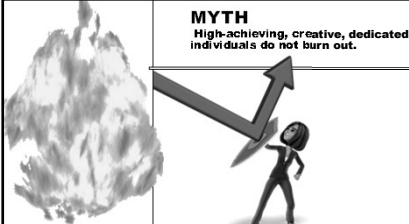
**CRAZY FACT**  
(That makes sense when you think about it)

You are at an **INCREASED** risk of burnout because your **LOVE** your job!



25

**MYTH**  
High-achieving, creative, dedicated individuals do not burn out.



26


**Burnout is virtually exclusive to high-achieving, passionate individual who strive to operate at peak performance levels 24/7**

**BECAUSE THEY CARE ABOUT WHAT THEY DO!**

27

**MYTH**


Professional Burnout is inflicted on us by external job-related stressors



28

**THE REALITY**

Burnout is the result of self-inflicted, prolonged exposure to stress hormones that adversely affect the physical, psychological, and emotional functioning of high-achieving individuals



29

**IMPORTANT**




30

Workplaces that have high stress, unrealistic workloads or productivity standards, poor leadership, lack of autonomy, psychologically unsafe environments, etc. are just **BAD PLACES TO WORK.**

31


When a flower doesn't bloom because of a bad environment, you change the environment, not the flower.



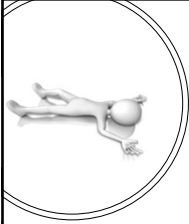
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**Sometimes you have to ask yourself;**

- Is this job worth the damage it is doing to me?
- (There is always a Plan B)




33



If you have a job that is causing you to burn out, then you need to **FIND ANOTHER JOB!**

34




Change your environment to **RECHARGE AND GROW**

35

**MYTH**


**Once you are Burned out, you stay Burned out.**



36

**Burnout does not have to be a permanent condition**

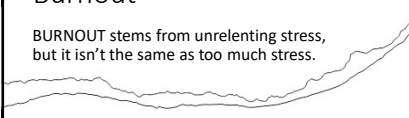
- While it may not seem that way, you CAN recover from burnout and restore your energy levels no matter how charred you become.
- It takes a commitment to restoring your mind, body, and spirit by prioritizing your recovery



37

**Stress versus Burnout**

BURNOUT stems from unrelenting stress, but it isn't the same as too much stress.




38

**STRESS**

Heart rate increases, blood pressure rises, adrenaline and cortisol surge through the body

- Meant to be a **Short Term** solution to an **Immediate** problem
- Stimulates the Amygdala (reptile brain) to release hormones for flight or fight (Solve the problem)
- Short term stress can be good in small doses –helps you meet deadlines, deal with traumatic events, problem solve in a crisis.



39

**STRESS**

- We are aware when we are under too much stress.
- People can still function – be creative and problem solve having experienced short term stress.
- Stressed people can still imagine that if they can just get everything under control, they'll feel better.

40

ADD TO NOTES – remove slide from presentation


**SHORT TERM STRESS – Even a Lot of it**

- Is better than long term exposure to stressors
- Death of a friend – pain comes first and envelopes you. But eventually the pain lessens and you move on.
- Burnout creeps in gradually – smolders for a while, then you combust with no clear path to return to normal

41

**BURNOUT**

- Happens over a long period of time from long term exposure to stress hormones that are intended, biologically, to solve short term problems.
- High achievers draw on the surge of adrenaline and cortisol meant for short term problem solving to fuel their quest to do more and to be more – powering through fatigue, pain, and unhappiness – literally burning out the body, mind and spirit.



42

Burned out people often don't realize they are in danger of – or have already – burned out and often don't see any hope of positive change in their situation.

You are worn out, stressed out, and checked out.


**You are just DONE.**



43

**Stress involves TOO MUCH**


Too many pressures that demand **too much** of YOU physically, mentally, and emotionally



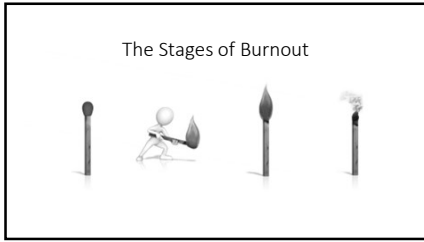
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**Burnout is about NOT ENOUGH**

- You are in a state of negative energy.
- You feel empty, physically exhausted, mentally numb, devoid of motivation, and beyond caring.



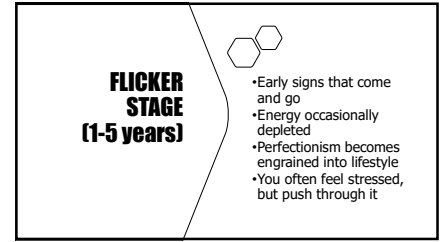
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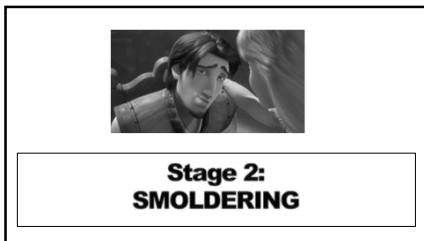
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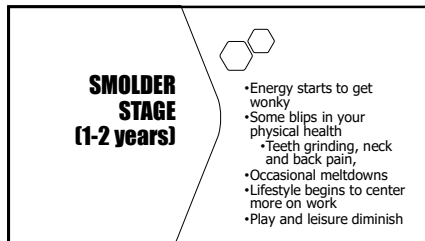
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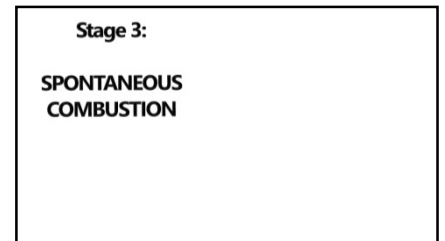
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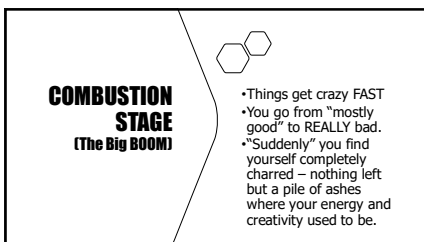
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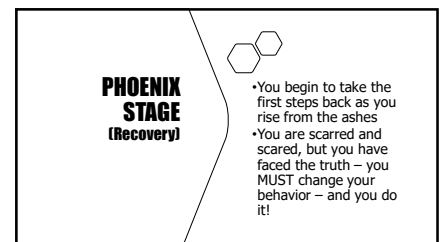
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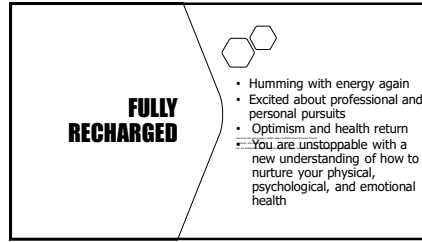
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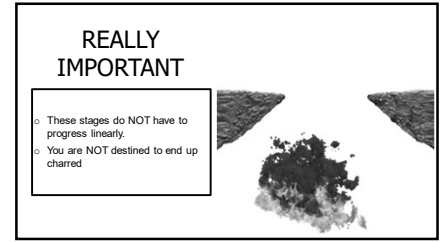
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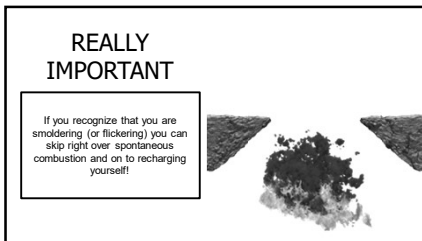
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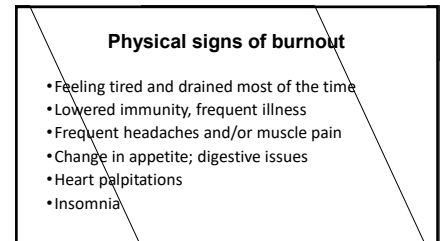
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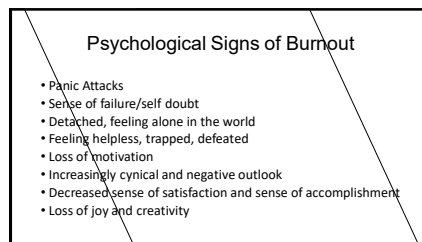
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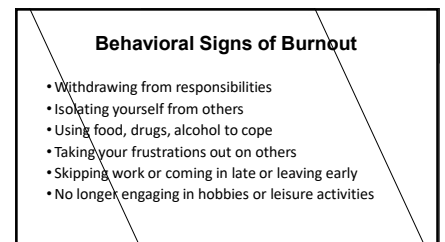
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61



62



63

**Burnout**

- Is a gradual process – it doesn't happen overnight, but it can creep up on you.
- The signs and symptoms are subtle in the early stages, but they worsen as time goes on and you advance toward spontaneous combustion.
- If you pay attention and actively work to avoid prolonged exposure to stress, you can prevent flame out.

64

**The Three "R's"**  
Moving from Charred to Recharged.

**RECOGNIZE** → **REVERSE** → **RESILIENCE**

65

**REVERSE**

66

**Burnout hits you**  
physically, psychologically, and emotionally

- For most it happens in that order.
- Not because they affect each other in that order, but because those who overwork are often unaware that they are overdoing it....
- ...until their bodies grab the wheel and slam them into the guard rail.

67

- The **WORST** thing we can do is try to push past exhaustion.
- **MUST** take time to pause and change directions by learning how to help yourself feel healthy and positive again.
- You must commit to making everything about restoring yourself to good health.

**TO START  
you must  
STOP**

68

*Once you flame out,  
it's no longer about  
just doing a better job  
of managing stress –  
it's about lifestyle  
changes.*

69

**#1**

**ADMIT YOU  
HAVE A  
PROBLEM**

Ideally, this would be at the smoldering or (better yet) flickering stage, but many high-achieving people end up as a pile of ashes before they admit to having a problem

70

**#1**

**ADMIT YOU  
HAVE A  
PROBLEM**

Our body will never lie to us.  
Our pride and our egos lie to us all the time

71

**#1**

**ADMIT YOU  
HAVE A  
PROBLEM**


High Achievers tend to think of burnout as the equivalent of failure and are often **EXTREMELY** reluctant admit they are smoldering (or have combusted).

72



**Generate the right kind of energy**

Good Energy  
Versus  
Destructive Energy

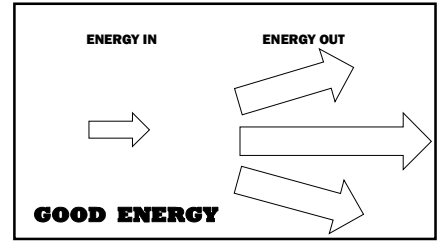


73

**GOOD ENERGY**

**You get more energy OUT than you put IN.**


74



75

**GOOD ENERGY**

- You are unstoppable! You are feeling good!
- You have a seemingly endless supply of energy
- You are generating the results you want and life simply flows

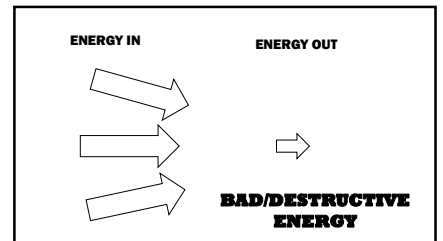


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**BAD/DESTRUCTIVE ENERGY**

**You get less energy OUT than you put IN.**


77



78


**BAD/DESTRUCTIVE ENERGY**

- You put in tons of effort, but get poor results.
- Life seems full of obstacles and health declines.
- You are "tired by wired."



79

"Soul Sickness"



- Operating in this negative energy state is unsustainable.
- Steals your joy
- Separates you from others

80


Recharging your life requires a commitment to generating the good energy you need to rise from the ashes, stronger and healthier cognitively, physically, and emotionally.




MINDy      BODYy      SPIRIT

81


**MUST prioritize recovery in all three areas.**



MINDy



BODYy

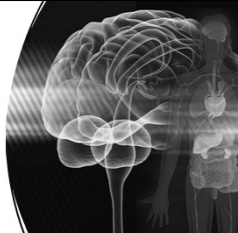


SPIRIT


82

“Recovery happens daily, but it doesn’t happen in a day.”

- Do small things EVERY DAY to facilitate healing.



83




**Body**

RESTORING PHYSICAL HEALTH

84

When your body is coping with long-term stress, it becomes a breeding ground for disease.




85

<p><b>Toxic waste generated by toxic thoughts and toxic behavior can lead to a long list of ailments</b></p>	<ul style="list-style-type: none"> <li>•Chronic headaches</li> <li>•Physical collapse</li> <li>•Heart attacks</li> <li>•High blood pressure</li> <li>•Diabetes</li> <li>•Stroke</li> <li>•Inflammation</li> <li>•Adrenal Fatigue</li> </ul>	<p>Treating the disease does not cure the underlying ailment</p>
	<p>Because there is no specific test, prescription of treatment for burnout, most physicians are not trained or equipped to manage the complexity of the underlying problem.</p>	

86

**BODY/PHYSICAL HEALTH**

- People who have combusted are in such poor physical health that this must be the **FIRST** area they address.
- So, you have to become your own health advocate – making restoring your health a **BIG ROCK** priority in your life.




87



**SLEEP**

88




**8-10 HOURS (PLUS NAPS)**

89

Most people who have burned out do not get enough sleep (tired but wired).

**Need to make sleep a PRIORITY**

Sleep is a behavior ~ we can teach ourselves to sleep well (or not so well).



90

Establish sleep rituals to help you fall (and stay) asleep

- Consistent bed time
- Dark room
- No screens
- No caffeine
- Hot baths/water bottle
- Reading
- Write down thoughts/gratitude/worries
- Audio books (use timer)
- Sleep apps/meditations/music/podcasts

91




Om chant with isochronic Tones at 2 hz

92



**DO NOT OVERDO EXERCISE**

93




**WE KNOW EXERCISE IS GOOD FOR US, BUT....**

- when you are burned out, your body is in a state of exhaustion at all levels.



94

Hard Core Exercises Sessions....

- ....will NOT heal you – they will drain you.
- Too much, too long will only push you into destructive energy cycle.



95

**GEN TLE**  
YOGA


- You need to move every day (even if on some days that means rolling over and going back to sleep).
- Start very slowly and gradually add as you feel able.

96



**Provide Good Fuel**

97



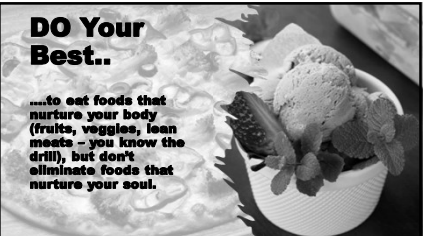
**Now is not the time to starve your body or your soul.**

- Trying to lose weight is NOT appropriate when you are recovering from burnout.
- Squash the guilt of a few extra lbs

98

**DO Your Best..**

....to eat foods that nurture your body (fruits, veggies, lean meats – you know the drill), but don't eliminate foods that nurture your soul.




99



**Lose the Guilt of a Few Extra Lbs.**

Life is about LIVING!  
(It's not a dress rehearsal)

100




**MIND**

**Burnout starts with how we think**

101

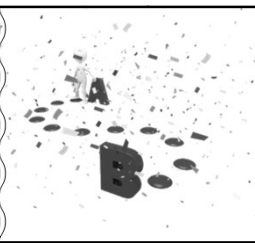
**Addicted to Busy!**




- Busy has become a badge of honor in our culture, particularly at work.
- "Busyness" is equated with having intrinsic worth and value.
- Always being busy robs us of a full and satisfying life

102

- In healthy mindset, there is a start and a finish line for our goal.
- We take time to savor and celebrate when we achieve a personal or professional goal.
- Stress hormones that helped us get there dissipate, and we can return to a positive state of mental, physical, and emotional health




103



- Being addicted to busy can lead High Achievers to a **corrupted success mechanism.**
- Even when they achieve a goal, the elusive little joy from it.
- Rather, they feel compelled to immediately focus on the "next big thing" that must be accomplished.

104



- This causes them to try to work more and work harder and longer as they strive for success that never comes – literally going in circles with no finish line (bathing you in constant stress hormones)

105

**Sound Familiar?**


**IMPORTANT**

Our value is not tied to how busy we are.


- Despite the warning signs of pain, illness, loss of joy, relationship issues (and more), this skewed outlook dries us ever onward – sacrificing our current existence/ happiness/ well-being for some undefined success in some undefined future.

106

Manage your Energy – Not your Time

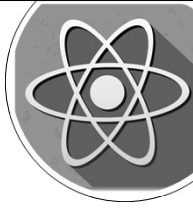


107



- Time is a fixed commodity and there will always be only 60 minutes in an hour and 24 hours in a day
- But, those that are addicted to busy have learned to abuse time – which results in exhaustion, illness, pain, and eventual collapse.

108




• We need to reframe our thinking so that we learn how to stop thinking in terms of "time management" to managing our energy.

• This helps us focus on preserving our psychological and physical health – not just trying to cram as much work as possible into a finite amount of time.

109

✓ **Schedule Regular Breaks**

- Working every second is NOT efficient and is an abuse of your mind, your body, and time.
- Take breaks every 60-120 minutes WITHOUT FAIL.
- Break your task/project into smaller chunks ~ take breaks as you accomplish each subtask (addresses the problem with corrupted success cycle)
- OR (and) Set a Timer



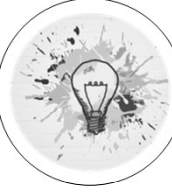
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"But, I caaaaan't do that because if I take a break (or stop working) now, then I'll have to make up the time later."

This response is not supported by science.

111

When you give yourself a chance to recover, you actually become more productive and you spend far less time being distracted, checking the Internet, wandering around your office, paying your bills, or doing whatever else you would be doing because you're more focused.



112



Create and Commit to Personal Recovery Rituals

113

**Recovery Rituals**

**Break Time Recover (15-30 minutes)**


- Walking
- Meditating
- Stretching
- Light Yoga
- Sitz Spot
- Power Nap

**Non-Work Time Recovery**


- Leisure Activities
- Socializing
- Cooking
- Exercise (Light)
- Reading
- SLEEP

114

Reduce your Workload




115



- You WILL NOT be able to continue on at the same pace, with the same number of commitments and recover from burnout.
- An important component when you have burned out (or close) is to substantially REDUCE your commitments.

116



• Some experts say you should eliminate HALF of your current to do list.

117

**PARK IT**

- Put things you have removed from your to-do list and put it in a "parking lot."
- The number of spaces in your parking lot is dependent on how many things you need to park there!
- Come back later when you have generated enough energy -- and built better habits - to tackle them.



118




**Reduce Mind Clutter and Mental Chatter**

Stuff in your brain that is just taking up valuable space!

119

**Meditation**

- Studies show that after 8 weeks of mindfulness practice the amygdala (the brain's flight or fight center) appears to shrink.
- With meditation, the prefrontal cortex, associated with higher order brain function such as awareness, concentration, and decision making, becomes thicker.



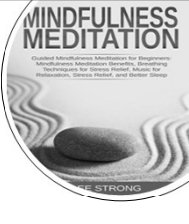
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**MINDFULNESS MEDITATION**

Guided Mindfulness Meditation for Beginners, Mindfulness Meditation for Anxiety, Depression, Post-Traumatic Stress Disorder, and Borderline Personality Disorder

**BE STRONG**

- But you don't need to do 8 weeks of mindfulness meditation to start reaping benefits.
- Even ONE session will start recharging you with productive energy and stave off our impulses to engage in bad energy activities.



121

**Stare Meditation**

- Find a comfortable place: You can stand sit or lay down – body position is what you want it to be
- Find something to stare at: blank walls, a ceiling, a candle, a piece of art, a fan, a stone, the tree, a light fixture
- Focus on that object and then notice how your body feels, starting from your toes and working your way up
- 10 minutes 4x week. Journal how it makes you think or feel

122



**We are human "BEINGS"**

123



**Not human "DOINGS"**


124

The Art of Doing Nothing

Its important to **JUST BE**



125

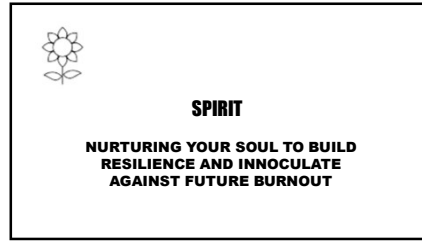


Once you have your mind and body working together in a healthy way, you will begin to generate the **GOOD ENERGY** that will fuel your passions and recharge your soul.

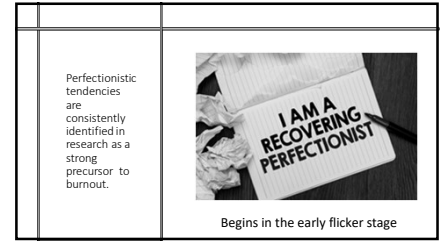
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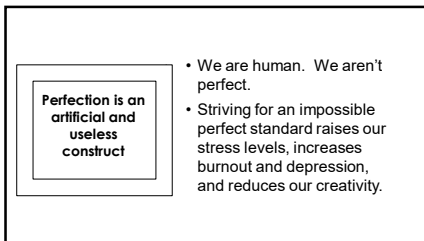
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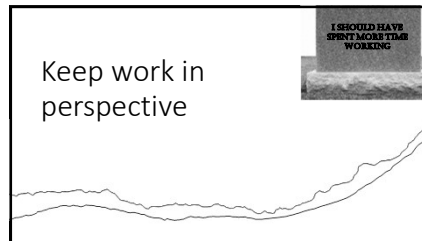
128



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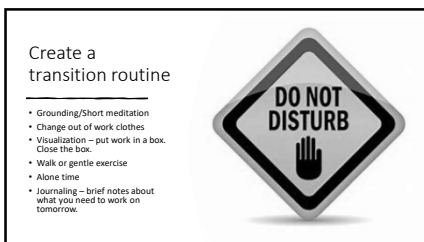
130



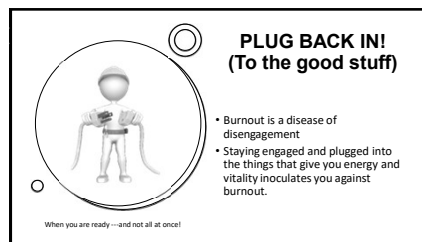
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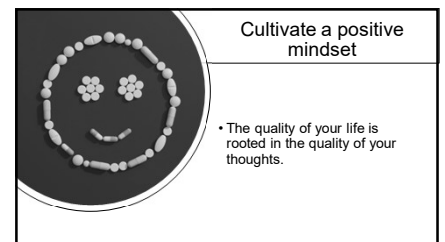
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**Staying positive does not mean that things will turn out okay. Rather, it is knowing that YOU will be okay no matter how things turn out.**

- Link between physical and emotional health continues to grow.
- Optimism as good as many medications in supporting healing and good health.
- Good feelings and optimistic thinking have positive effects on the body as well as the mind.


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**Associate with other positive people**



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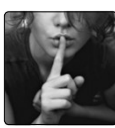
**Limit your contact with negative people**



- Negative-minded people will suck your energy
- You either get dragged down into their self-imposed misery or use all your precious energy trying to drag them up.

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**Silence the Critics**



When you embrace your uniqueness, your relationships improve, your spirit is healed, and you see the world with new eyes

*"Ignoring the critics means **not being limited by others' beliefs.**"*  
— Karith Foster

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**Haters gonna hate, Critics gonna criticize**




- Many people use criticism of others to make THEMSELVES feel better.
- Do not heed criticism given by anyone from whom you would not seek advice.

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**Restore Your Spirit by Being Kind and Doing Good**




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**Laughter IS THE BEST MEDICINE**

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**Laughter**



- Triggers the release of endorphins (good hormones = good energy!)
- Decreases cortisol (stress hormones = bad energy)
- Relaxes the whole body;
- Increases immune cells and infection-fighting antibodies
- Promotes an overall sense of well-being
- Relieves pain
- Protects the heart.
- Burns calories.
- Lightens emotional loads
- May even help you to live longer.

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**Laughter yoga**



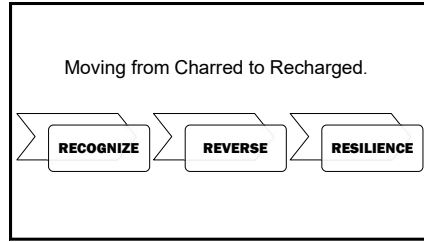
- Based on research that has shown the body cannot differentiate between intentional/voluntary laughter and "real" laughter.
- Same psychological and physical benefits!
- Cultivates joy, relieves stress, brings out your inner child, preps your mind and body for happiness.

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[www.dynamic-resources.net](http://www.dynamic-resources.net)  
Click on **FREE RESOURCES** tab

*Shari Robertson*  
Find me in the expo area  
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A black and white photograph of three smooth, rounded stones stacked vertically on a sandy surface. The top stone is the smallest and has the word "Mind" written on it. The middle stone is slightly larger and has the word "Body" written on it. The bottom stone is the largest and has the word "Spirit" written on it. The background is a soft-focus, light-colored surface, likely sand.

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