



Addressing & Avoiding Burnout

Strategies to support professionals experiencing burnout.

43%

of female leaders reported experiencing burnout

Grounding Exercise

Activate the parasympathetic nervous system





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Story



How Do You Feel?

Your Average Day

How do you feel at work?

How would your life be different if that improved?

The Hard Truth



Strong For Too Long



Exceptional Traits

Ambition, perfectionism, resilience



Overperformance

System rewards overfunctioning



Breaking Point

Body says "enough"



Self-Assessment: Burnout Quiz



Elsaarendcoaching.com

QUIZ: Am I Burned Out?

Take the quiz to see if you're heading toward burnout...or just tired.

Eight questions, instant results, and your next step to feeling better.

[* Click Here *](#)



1. I feel emotionally drained at the end of most workdays.

Key:

1 - Never

2 - Sometimes

3 - Often

2. I sometimes dread going to work—even if I still care about my work and coworkers.

Key:

1 - Never

2 - Sometimes

3 - Often

3. I often feel like I'm surviving, just getting through the day.

Key:

1 - Never

2 - Sometimes

3 - Often

4. I have trouble being fully present with people outside of work.

Key:

1 - Never

2 - Sometimes

3 - Often

5. I feel like no matter how hard I work, it's never enough.

Key:

1 - Never

2 - Sometimes

3 - Often

6. I regularly put my own needs last.

Key:

1 - Never

2 - Sometimes

3 - Often

7. I've thought about leaving my job or drastically changing my role.

Key:

1 - Never

2 - Sometimes

3 - Often

8. I rarely feel truly rested, even after a day off or a vacation.

Key:

1 - Never

2 - Sometimes

3 - Often

Understanding Your Score

Green Zone (8-10)

Congratulations! You're doing well.

Yellow Zone (10-16)

Warning sign. Some patterns need attention.

Red Zone (17-24)

Red flag warning. Experiencing pain that needs addressing now

Not Broken, Just Overwhelmed



Awareness

Recognize your state



Skills

Learn effective strategies



Support

Get help when needed

Burnout Is More Than Exhaustion

Prolonged Stress & Exhuastion

Emotional, mental, physical depletion

Detachment

Cynicism toward work

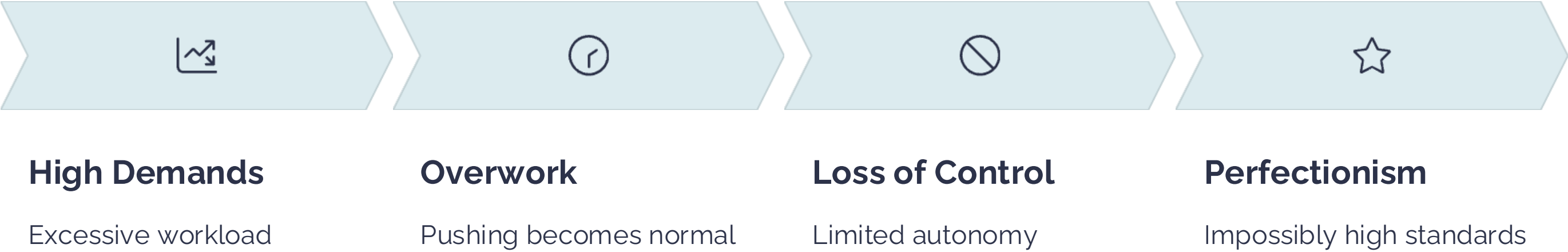
Reduced Efficacy

Feeling unproductive





How Burnout Begins



Impact of Burnout



Cognitive

Brain fog, difficulty concentrating, impaired decision-making, mental processing slowdown



Productivity

Decreased work output, increased errors, reduced efficiency, absenteeism



Interpersonal

Reduced empathy, strained colleague relationships, client dissatisfaction, quicker to anger



Burnout Is More Than External Factors



Internal Reality

Burnout is an internal reality.



Personal Power

Your internal reality is something that you can 100% control.



**Be Willing to Disrupt
Your Patterns.**

Workplace Patterns



Skipping Breaks

Consistently working through lunch breaks without taking time to recharge



Extended Hours

Being the first to arrive and last to leave the workplace



Overcommitment

Taking on responsibilities outside your role or capacity

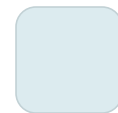


Boundary Patterns



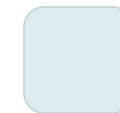
Being constantly available via phone/email

Allowing work to intrude on personal time through 24/7 connectivity



Difficulty saying "no" without extensive justification

Feeling obligated to explain or apologize when declining requests



Letting meetings run over their scheduled time

Not enforcing time boundaries that protect your schedule

Internal Patterns



Deriving self-worth primarily from productivity

Measuring your value as a person by how much you accomplish rather than who you are



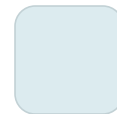
Harsh self-criticism

Holding yourself to impossibly high standards and being unforgiving of normal human limitations



Ignoring body signals

Dismissing important physical cues like hunger, fatigue, and illness until they become too severe to ignore



Delaying basic needs

Repeatedly postponing fundamental necessities like bathroom breaks, hydration, and stretching

Personal Patterns



Rescuing others instead of empowering them

Taking on responsibilities that others could handle



Difficulty delegating

Believing things will only be done "right" if you do them yourself



Feeling guilty for taking personal time

Viewing self-care as selfish rather than necessary for wellbeing

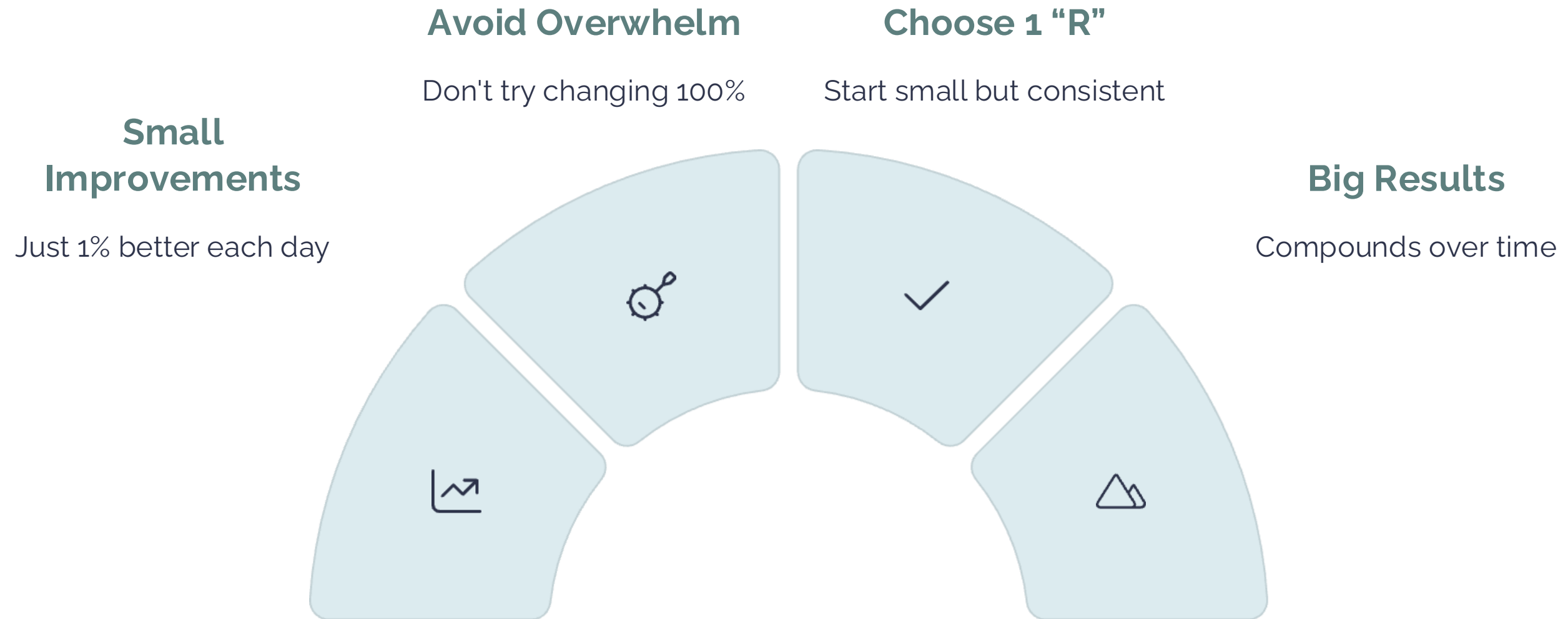


Putting yourself last until there's nothing left

Ignoring your needs repeatedly, leading to depletion and resentment



The 1% Rule



The 5 R's of Burnout Recovery

Rest

Allow your mind and body to recover through adequate sleep, breaks, and downtime

Renew

Reconnect with activities, relationships, and values that bring meaning and joy



Reflect

Examine the patterns and triggers that led to burnout and understand your unique needs

Reframe

Shift your perspective on work, success, and self-worth to create healthier mental patterns

Retool

Develop new skills, boundaries, and strategies to prevent burnout

Rest

**Allow your mind and body to recover through
adequate sleep, breaks and downtime.**

Sleep Is A Superpower



7-Hour Goal

Prioritize sufficient sleep - I know that you know this, but are you doing it.



Wind-Down Alarm

30 minutes before bed



Phone Boundaries

Limit late-night scrolling



Yoga Nidra: Healing Scan

Restorative Practice

Reduces cortisol levels

Quick Reset

Even 5 minutes helps

Body Connection

Gets you out of your head

Science-Backed

Activates parasympathetic system

Youtube: Ally Boothroyd 10 min

Reflect

Examine the patterns and triggers that led to burnout and understand your unique needs.

Create Space

Energy Inventory

Energy Drains

- Certain people
- Environments
- Situations
- Sounds/alarms

Energy Boosters

- Fresh food
- Quiet moments
- Music
- Brief breaks

Reframe

Shift your perspective on work, success, and self-worth to create healthier mental patterns.

You have an identity that is fueling you.

Meet “Jessica”



Core Identity: “People-Pleasing Patty”



“Authentic Andrea”



**The skills that brought you HERE
won't get you to your next level!**

Retool

**Develop new skills, boundaries, and strategies
to prevent burnout.**

Renew

**Reconnect with activities, relationships, and
values that bring meaning and joy.**

Your Action Step



Choose 1 Pattern to Disrupt

What are you willing to change?



Apply 1% Rule

Small step this week



Find Accountability

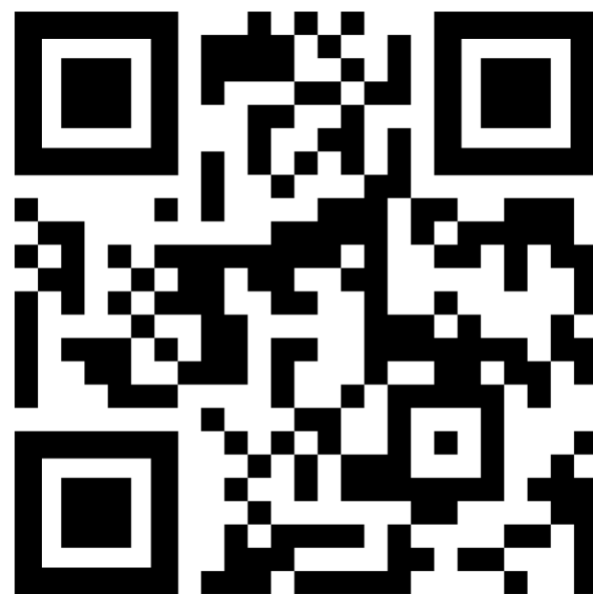
Who will support you?



Explore What is Possible

Burnout Reset Session

1. You will identify the exact source of your struggle.
2. You'll learn how to disrupt the patterns identified.
3. You will know exactly what steps to take to moving forward.



<https://calendly.com/elsaarend-4/burnout-reset-session>

Contact

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