



THE BURNOUT AND ADVOCACY GUIDE

WE DON'T BURN OUT
BECAUSE WE'RE WEAK.

THIS GUIDE IS FOR THE ONES WHO'VE HAD TO FIGHT JUST TO
STAY VISIBLE, VALUED, OR HEARD — ESPECIALLY IN
WORKPLACES THAT MADE YOU QUESTION YOUR WORTH.
THESE ARE THE TRUTHS I'VE LEARNED FROM MY OWN
CRACKS.
AND MAYBE, THEY'LL SPEAK TO YOURS TOO.

Hi There!

WELCOME

What if the exhaustion you're feeling isn't just burnout?

What if it's trauma caused by being silenced, dismissed, or expected to push through — again and again?

This guide is here to name what's often ignored:

That workplace harm is real.

That the emotional toll of discrimination, masking, and having to constantly self-advocate is not normal.

And that healing begins with recognising what you've been carrying.

Here, we gently explore the cracks caused by toxic systems — and begin to rebuild.

I created this for people like you — Deaf, disabled, neurodivergent, care-experienced, or anyone who's ever been made to feel like their needs were a problem.

This isn't just a resource.

It's your reminder that you don't have to keep holding it all alone.

With you,

Kerry x

Kerry Tidman

You're not burned out because you're weak.

You're burned out because you've been surviving in systems that weren't built to hold you."

Let's name it.

Let's heal it.

Let's start building something better.

" – Kerry 🧡



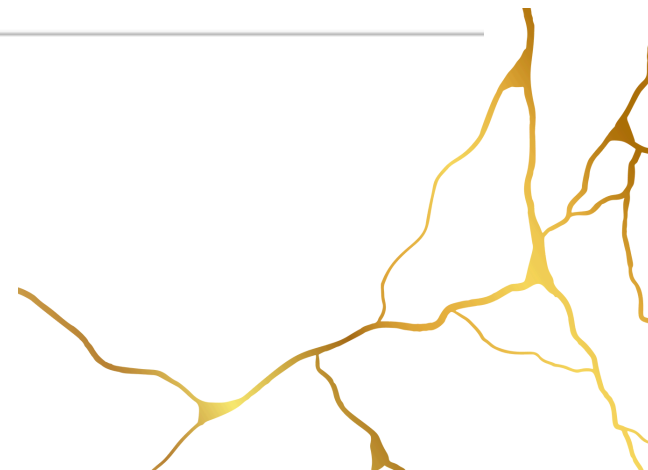
SECTION 1

Let's explore how burnout has affected you — and where your strength still shines through.

01 What signs of burnout or workplace trauma have I been brushing off?
Think about exhaustion, fear of speaking up, people-pleasing, self-doubt, or the urge to prove yourself.
What feels like a red flag now — that used to feel “normal”?

02 What have these experiences taught me about how I survive?
Consider how you've coped, where you've overextended, or when you've gone quiet to stay safe.
This is not weakness. This is wisdom.
What survival patterns do you see — and what do they tell you?

03 Where is my strength already shining through?
Even in burnout, there is brilliance.
What boundaries have you started setting?
What truths are you finally ready to say out loud — even if your voice shakes?



SECTION 2

You're not broken — you've been surviving. Let's begin reconnecting with your voice, your body, and your truth.

Grounding

◆ Grounding Mantra: The Reclaiming

I place my hand on my chest.
I let the tension soften — even if just slightly.
I remind myself that burnout isn't weakness. It's a signal.
A message that my boundaries, my body, and my spirit need tending.
I've carried too much, for too long, in places that gave me too little.
I no longer need to prove my worth through pain.
I can choose restoration instead of silence.
I am still here — and that is enough.

Visualisation


◆ Visualisation: The Return

Close your eyes.
Imagine your nervous system slowly unwinding.
The shoulders that hold too many unspoken words soften.
The jaw clenched from masking begins to ease.
Now imagine gold — warm, soft, radiant — gently tracing every cracked line.
Not to hide them.
But to honour them.
This is the start of your return.
Not to who the workplace wanted you to be —
But to who you already are beneath the survival.



10 Signs You're Experiencing Workplace Trauma or Burnout

1. You feel emotionally numb, yet constantly on edge.
2. You're exhausted — no matter how much rest you get.
3. You start doubting your memory, your tone, your worth.
4. You're over-explaining, over-apologising, and still unheard.
5. You've asked for help — but nothing changed.
6. You feel unsafe being yourself at work.
7. Your boundaries are ignored or questioned.
8. You're masking just to survive the day.
9. You dread small tasks that used to feel easy.
10. You've started to believe it's your fault.


 These are not just personality quirks or stress. They are symptoms of harm.

You Have Rights Under the Equality Act 2010

You are protected if you have a disability — including long-term mental health conditions and neurodivergence.

You have the legal right to:

- ✓ Reasonable adjustments at work
- ✓ Protection from discrimination, harassment or victimisation
- ✓ Raise concerns without retaliation
- ✓ Be treated with dignity and respect

 You don't need to "prove" your struggle to be worthy of support.

Your experience is real. And you're allowed to expect better.



WANNA LEARN MORE?



🧡 Ready to Take the Next Step?

If this guide spoke to something deep in you—

You don't have to stop here.

Imagine what it would feel like to:

✓ Be fully supported while you unlearn burnout conditioning.

✓ Understand your rights and how to protect them

✓ Rebuild confidence after workplace trauma

✓ Heal in a space that truly sees all of who you are

This is the work I do every day—with people just like you.

👉 Click below to explore how we can work together:

🔗 Book a Free Call

🔗 Learn More About My 1:1 Offers

You're already healing.

Let's do the rest together.

– Kerry x