

BURNOUT TO BALANCE CASE STUDY



HOW BOUNDARIES THAT WORK™ SAVED A TEAM IN CRISIS

CLIENT SNAPSHOT

A mid-sized nonprofit with a passionate leadership team. Dedicated leaders were consistently overextending, absorbing too many responsibilities, and struggling to protect their own energy.

THE CHALLENGE

Despite a strong commitment, the team was showing classic signs of weak leadership boundaries:

- Leaders answering late-night emails and sacrificing recovery time.
- High performers silently carrying workloads that should have been shared.
- Mental fatigue leading to self-doubt and second-guessing.

The result? Burnout threatening performance and retention.

THE APPROACH

We introduced the Boundaries That Work™ Toolkit that focused on 3 areas often overlooked:

- **Mental Boundaries:** Pinpointing unhelpful narratives, and using self-coaching models to reframe and reclaim focus.
- **Energy Boundaries:** Identifying self-imposing behaviors, setting thresholds and recovery time.
- **Responsibility Boundaries:** Redefining ownership, identifying where delegation or redistribution was essential and building accountability structures.

These practices aligned directly with employee burnout prevention strategies backed by workplace research.

THE OUTCOME

In 45 days, the team reported:

- 25% fewer after hours emails, strengthening work/life harmony.
- Enhanced role clarity and proper delegation across departments.
- Leaders reporting more focus and reduced overwhelm.

More importantly, they regained a sense of balance, creating a space for creativity, collaboration, productivity and a healthier workplace.

BOUNDARIES THAT WORK™ TOOLKIT

Interested in learning how the Boundaries That Work™ can work for you and your team? Connect with us today!



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