PARTICIPANT RESOURCE

Burnout Isn't a Rite of Passage. It's a Reality Check.

Building Sustainable Wellbeing at Work

Burnout isn't a personal failing; it's a signal that something in how we work needs to change.

STRESS IS TOO MUCH. BURNOUT IS NOT ENOUGH.

STRESS

Anxious, on edge
Racing thoughts
Working longer to catch up

Eases when the stressor passes

BURNOUT

Drained, numb, detached
Cynical about the work
Pulling away from people

Persists after the stressor is gone

SIX CONDITIONS THAT DRAIN US

Workload — too much, too little rest

Control — little say in the work

Reward — effort goes unseen

Community — isolation or conflict

Fairness — unclear or uneven decisions

Values — mission and work don't match

SMALL RESETS THAT FIT A REAL WORKDAY

Physiological sigh 30 sec
Two inhales through the nose, one long exhale. Before a hard call.

Box breathing 1 min
In 4, hold 4, out 4, hold 4. When your mind is racing.

5-4-3-2-1 2 min
Name 5 things you see, 4 feel, 3 hear, 2 smell, 1 taste.

Shutdown ritual 5 min
Write tomorrow's top three, close tabs, say "done for today."

BOUNDARY LANGUAGE YOU CAN BORROW

"I'm available 9 to 4. Let's find a time within that window."

"I can take this on. What should move down my list to make room?"

"I want to give this real thought. Can I get back to you tomorrow?"

"I need a few minutes to reset before we keep going."

RESET: FIVE MOVES TO KEEP IT GOING

R **Recognize** your early signs of stress and strain

E **Establish** boundaries for time, energy, and focus

S **Sort** what you control from what you influence

E **Elevate** success to include your own capacity

T **Tap into** community, one honest conversation at a time

MY ONE-WEEK COMMITMENT

One practice I'll start: _____

One conversation I'll have: _____

One person I'll check on: _____

REFLECTION

What does "well" look, sound, and feel like for you? What would move your battery up just one bar?

IF YOU NEED SUPPORT **988 Resource & Crisis Lifeline** — call, text, or chat at 988lifeline.org

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