

# BEING HUMAN

The infinite potential of how we work, lead, and live.



beyond success



## Hi, thanks for being here!

BY MIRJANA BOZNOVSKA

Have you noticed... how tired people feel lately? Not just physically. But mentally. Emotionally. Even socially. Burnout is something we talk about a lot, especially in the workplace. And yes... there are real changes needed in the environments we work in. But what if most people are already burnt out before they even arrive at work? We don't often look at what's happening internally that's driving this struggle.

*I think this is something we need to talk about more honestly. **Burnout isn't just about workload.** Or long hours. Or pressure. It's something deeper. **It's what happens when your nervous system has been running in overdrive for far too long.** So maybe the question isn't, "How do I avoid burnout?" Maybe the real question is, "**What belief is driving me to keep going when I'm exhausted?**" In this edition, we'll shift the perspective from looking outside of yourself to looking within. And begin building a strong foundation that actually supports you.*

## IN THIS EDITION

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**You're Not Just Tired From Work**

**Nervous System Overload**

**Shift The Beliefs Driving Your Burnout**

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# BURNOUT.... ISN'T WHAT YOU THINK



7 in 10  
people are  
struggling or  
suffering,  
globally!  
(Gallup 2026)

If that's you...  
You're not alone!

## 7 in 10 people are struggling or suffering...

Like most people, you probably think you just need a break.  
A day off.  
A weekend reset.  
A little more sleep.  
A holiday.  
And yes... you might.  
But that's not the whole story.

### Most people look outward for the fix.

The role.  
The workload.  
The workplace.  
The external shift.

**And yes, change is needed there too. But here's what we don't often acknowledge...**

We outsource the responsibility for not burning out.  
We wait for better policies.  
Better leaders.  
Better routines.  
Better conditions.  
And while that matters... it doesn't break the cycle.

**Burnout isn't just about doing too much.** It's about doing too much of what doesn't feel right anymore and still pushing yourself to keep going. That's why rest doesn't fix it. **Because you return to the same patterns, the same pressure, and the same expectations.**

## WHAT'S REALLY GOING ON

You're not just tired.

You're carrying things that were never yours to carry or fix. Somewhere along the way, you learned your value comes from being useful. So slowing down doesn't feel safe or even right.

Which is why this isn't just about taking a break. It's about *being* aware of how you show up and choosing a different way.



## Your body is running on stress hormones. Adrenaline. Cortisol.

This is your nervous system stuck in survival mode. It can look like:

*Saying yes when overwhelmed.  
Doing more to prove your worth.  
Feeling guilty when you rest.  
Always "on"... never off.*

This might feel normal. But it's not sustainable. You can't outwork your nervous system. You have to retrain it.



Children learn what feels safe from their environment.

- Patterns form early and don't just stay in childhood.
- They follow you into how you work, lead, and live.
- At the core, they reflect what feels safe to you.
- Start by noticing that.

# You're not just tired from work!

## You're still operating from what once felt safe as a child.

If you grew up where rest had to be earned or slowing down felt wrong, you learned that "doing" became how you stayed okay. That pattern is still running in the background of your work and life. Your body stays in overdrive because it doesn't know how to switch off. It scans for the next thing to fix or be worried or stressed about.

**And that's why you can change everything on the outside and still feel the same on the inside. Because the pattern lives in your biology, not your responsibilities.**

### The shift starts with noticing:

- *The guilt when you're not productive.*
- *The discomfort when things feel too quiet.*
- *The urge to check, respond, and stay "on."*
- *Overthinking when things are actually fine.*
- *Feeling restless when you try to slow down.*

That's not random. That's the pattern of "doing" as a safety mechanism. And that's where real change begins.

**Burnout stops being a cycle when rest starts to feel safe again. Not something you delay or earn. Something you return to regularly... easily... without the guilt.**

# Nervous System Overload

**This is why you keep ending up in the same place.**

Most people don't burn out once. They burn out on a cycle. You change jobs. You start fresh. *"This time will be different."* And for a while... it is. Then slowly, you start saying yes again. Taking on more. Pushing past your limits. Not because the job is the same. Because the pattern is.

That pattern doesn't disappear. It follows you into: Every new role. Every promotion. Every team. You don't just work hard. You override yourself. You ignore the signals. Push through the fatigue. Call it "just a busy period." Until your body forces you to stop. You can change everything externally...and still end up in the same place. Because the pattern isn't in your workload. It's in how you respond to it.



The frustrating part? Most workplaces focus on surface-level initiatives. *Wellness perks. New programs. HR policies. Helpful... but incomplete.*

Because until the pattern changes internally, the cycle remains. Because the cause was never really the job.



## Rinse and Repeat!

You take a break. You rest. You come back to work. The pressure builds again. You slip back into old patterns.

That's not coincidence. That's a loop of feeling safe on the treadmill of "doing."

Burnout keeps coming back when it's treated like a workload issue alone...instead of a people pattern.

And when enough people are operating this way, that becomes the toxic workplace culture.

## Break the Cycle!

Real, sustainable change begins within. When people shift how they think, feel, and relate, culture moves beyond toxicity.

A People-First approach places the human experience at the centre of how organisations operate, grow, and create value.

People patterns shift:

- When self-awareness becomes daily practice.
- When responsibility becomes personal.
- When self-leadership becomes the norm.

# Shift The Beliefs Driving Your Burnout

You know that burnout isn't just about workload. It's shaped by what you believe. And the good news? Beliefs can shift.

... you may have learned, *"If I don't do it, it won't be done right."* Shift → *"I can trust others and still achieve strong outcomes."*

... you may have learned, *"I have to earn my rest."* Shift → *"Rest supports my energy and delivery of outcomes."*

... you may have learned, *"Saying yes proves I care."* Shift → *"Clear boundaries strengthen how I show up."*

... you may have learned, *"It's easier if I just carry it."* Shift → *"I don't have to carry what isn't mine to hold."*

Beliefs shape how teams grow and work together.

Instead of:

*"I'm valuable when I produce."*  
→ *We value thoughts, ideas, and contribution, not just output.*

*"If I stop, everything falls apart."*  
→ *We trust the team to share ownership and responsibility.*

*"If I don't do it, it won't be right."*  
→ *We empower others to grow capability and confidence.*

*"Boundaries mean I don't care."*  
→ *We respect healthy boundaries to build trust and authenticity.*

*"Pressure means I'm doing well."*  
→ *We work from clarity and alignment, not pressure.*

## Teamwork begins with the individual...

Shaped by how you think, feel, relate, and choose each day. At the core is what you believe.

### 1. Name your state.

Are you anxious, restless, tired, rushed, or overwhelmed?

### 2. Pause before reacting.

Notice when you're about to react and choose to pause.

### 3. Regulate your system.

Use breath to slow down and reset (4 in, 4 hold, 4 out, 4 hold).

### 4. Set a daily intention.

Start your day grounded, not reactive to emails or demands.

### 5. Honor your limits.

Remind yourself rest isn't a reward. It sustains your energy.





## Real Work Examples— Break the Burnout Cycle

### Workload—Overdrive → Regulation

Limiting Belief: “I have to keep going or I’ll fall behind.” You push through exhaustion and limits.

**New Belief: “I’m allowed to pause .”**

Human Reset: Pause. Breathe. Reset.

“What does my body need right now?” When you stop overriding yourself, your energy becomes sustainable.

### Visibility—People Pleasing → Self-Respect

Limiting Belief: “I need to keep everyone happy.” You say yes too quickly and take on too much.

**New Belief: “I can choose what matters.”**

Human Reset: Notice. Choose. Respond.

“Where am I saying yes when I mean no?” When you choose consciously, pressure begins to ease, and you are more in flow.

### Performance—Proving → Self-Trust

Limiting Belief: “I have to prove my worth.” You overwork, overdeliver, and still feel it’s not enough.

**New Belief: “I trust my value.”**

Human Reset: Slow. Checkin. Trust.

“What am I trying to prove right now?” When you shift from proving to trusting, effort becomes intentional.

### Rest—Guilt → Permission

Limiting Belief: “I’ll rest when everything is done.” You stay in overdrive and never fully recover.

**New Belief: “Rest supports my work.”**

Human Reset: Pause. Rest. Restore.

“What would rest look like right now?” When rest feels safe, burnout stops *being* a cycle. This is how workplace culture shifts out of toxic patterns.



## A Simple Daily Reset:

“I don’t have to earn my worth”

### *In the Moment*

*Notice:*

*What’s driving me right now?*

*Clarity or the need to prove myself?*

*Ask:*

*Is this needed, or is this how I’ve learned to feel valuable?*

### *The Shift*

- *Pause*
- *Breathe*
- *Choose your next step*

### *Anchor*

*I don’t have to earn my worth.*

### *Evening Check-in*

*Where did I push myself to feel enough today?*

*Where did I allow myself to be authentic and still contribute?*

# *BEING HUMAN*

## *a People-First invitation*

Burnout is more than a workplace challenge.  
It's patterns deeply rooted in limiting beliefs.  
Learned. Repeated. Normalised.  
We often look outside ourselves for the fix.  
The role. The leader. The workplace.  
But the patterns we carry...  
were learned long before we arrived at work.  
And just as you learned them from a young age,  
so too are others learning from you.  
Your children. Your grandchildren.  
The people around you.  
The next generation of leaders.  
This is how the future is shaped...  
by what we believe and choose every day.



*“This is how change grows across generations and transforms how people work, lead, and live. Until next time, let your humanity lead.”*

— MIRJANA