



10 Ways to Restore Joy & Reduce Burnout at Work

A workbook for self-discovery — explore, reflect, and reconnect with what restores you.

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SELF-CARE

Your well-being is part of your job—not separate from it.

Treat your energy as a professional resource.

Caring for yourself isn't selfish; it's sustainable.

"Come to me, all you who are weary and burdened, and I will give you rest." — Matthew 11:28 (NIV)

Reflection Questions

- What does caring for your energy look like on a typical workday?
- Where do you feel the most drained—and what might help restore you?
- What is one small self-care practice you could protect this week?

Productivity is not your worth.

You are more than your output.

Rest and boundaries support excellence rather than diminish it.

Reflection Questions

How do you measure your value at work—and is that measure serving you?

What would it feel like to rest without guilt?

What boundary could you set this week to protect your well-being?

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PLAY

Joy fuels performance.

Moments of laughter, creativity, and lightness improve problem-solving and resilience. Don't wait until vacation to experience joy.

"Delight yourself in the Lord, and he will give you the desires of your heart." — Psalm 37:4 (ESV)

Reflection Questions

- When did you last laugh or feel genuinely light at work?
- What activities bring you a sense of play or creative energy?
- How could you bring a moment of joy into your workday this week?

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Curiosity is stronger than perfectionism.



Approach challenges with a learner's mindset.

Replace "I have to get this perfect" with "I wonder what I'll learn."



Where does perfectionism show up most in your work?

What would you try if you weren't afraid of getting it wrong?



What is one thing you are genuinely curious about right now?

Let curiosity lead the way.

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AWE

Look for what is
bigger than today's
stress.



Connect your work to purpose, meaning, or the people it serves.



Remember the "why" behind the "what."

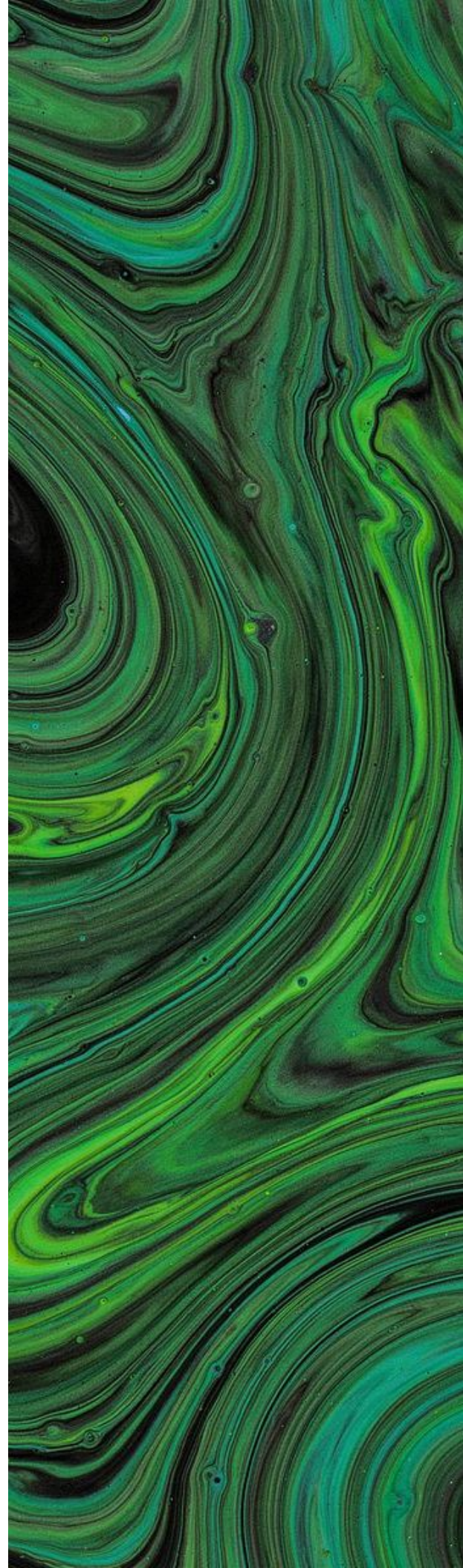
"God is awesome in his sanctuary.
The God of Israel gives power and strength to his
people." — Psalms 68:35 (NLT)

Reflection Questions

- What is the deeper purpose behind the work you do?
- Who benefits from your efforts—even in ways you may not always see?
- What helps you reconnect with meaning when work feels heavy?

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Make room to notice beauty and wonder.

Awe interrupts chronic stress.

A beautiful sunrise, a meaningful conversation, an answered prayer, or a small success can reset perspective.

Reflection Questions

- What moments of beauty or wonder have you noticed recently?
- What helps you slow down enough to notice what is good?
- Where could you intentionally create space for awe this week?

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CHAPTER 4

COMPASSION

Assume humanity before judgment.

Everyone is carrying something unseen—including you.

Lead with empathy rather than assumptions.

"Love your neighbor as yourself." — Mark 12:31 (NIV)

Reflection Questions

- Think of someone who has frustrated you lately—what might they be carrying?
- How does leading with empathy change the way you show up?
- What would it look like to extend more grace to those around you?

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Give yourself the same compassion you offer others.



Replace harsh self-talk with kindness.

Speak to yourself the way you would speak to someone you love.



Mistakes are opportunities for growth, not evidence of failure.

Every stumble is a step in the learning process.



What does your inner voice say when you make a mistake?

What would you say to a friend in the same situation?



What is one way you could practice more self-compassion this week?

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EVERYDAY GRATITUDE

Notice what is
working—not just
what is missing.

Our brains naturally scan for problems. Gratitude helps us recognize strengths, progress, and support.

"Give thanks in all circumstances; for this is God's will for you in Christ Jesus." — 1 Thessalonians 5:18 (NIV)

Reflection Questions

- What is working well in your work or life right now?
- Who has supported you recently that you haven't fully acknowledged?
- What strength have you used this week that you are proud of?

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Celebrate small wins because they become meaningful progress.



Joy grows when we acknowledge daily victories.

Don't wait for major milestones to feel proud.



Progress deserves celebration.

Every step forward counts—no matter how small.



What would change if you celebrated more often?

What is one win from this week worth celebrating?

"Let the peace of Christ rule in your hearts... and be thankful." — Colossians 3:15 (NIV)

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Closing Reflection

Burnout isn't simply caused by doing too much—it often grows when we lose connection with what restores us.

Joy at work isn't about loving every task or pretending everything is okay. It's about intentionally cultivating the mindsets that help you thrive, even during demanding seasons. Small shifts in how you think can lead to lasting changes in how you work, lead, and live.

Joy is a gift from the Holy Spirit. You don't have to chase it. It's already been granted. Your job is to cultivate it and grow it. My hope is that this guide has given you the opportunity to reflect on ways you can grow your joy at work.

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ABOUT THE AUTHOR

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Dr. Kelly Holder is passionate about helping people move beyond burnout into more sustainable, joy-filled living. With leadership experience in university, healthcare, and clinical settings, she has spent years designing programs that support emotional wellness, whole-person care, and thriving communities.

Her work brings together mental health science, faith, reflection, and practical wellness strategies to help people create lives that feel more grounded, aligned, and joyful.

Joy is not something we should have to wait for someday — it is something we can begin cultivating now.

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Continue the Journey at Joy University

Joy doesn't have to wait. Joy University is a space dedicated to helping you cultivate joy, strengthen your mental health, and build lasting well-being—starting now, not someday.

"The joy of the Lord is your strength." — Nehemiah 8:10 (NIV)



Learn practical tools to live with
more joy every day



Explore courses and resources
designed for real life and real work



Join a community committed to
thriving, not just surviving

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