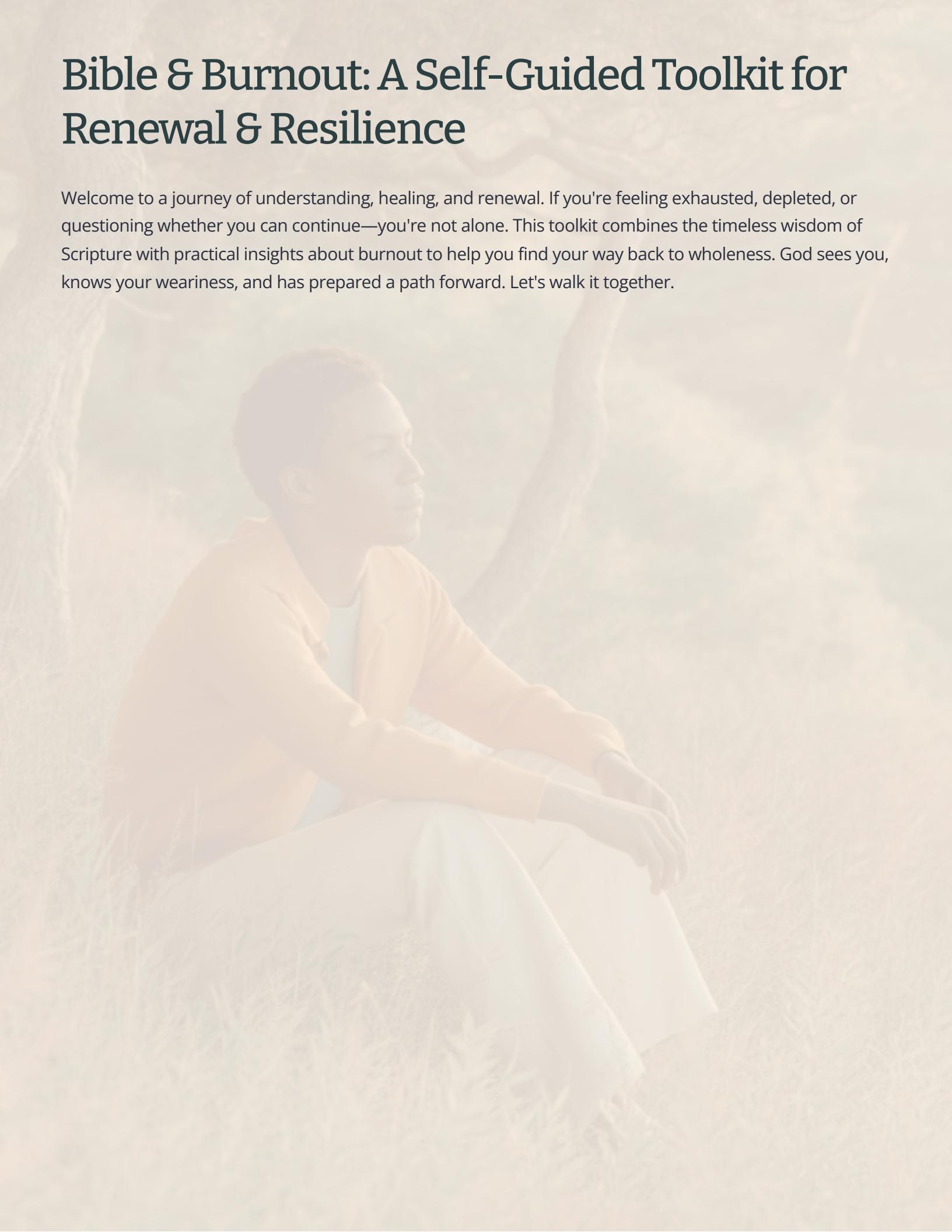


Bible & Burnout: A Self-Guided Toolkit for Renewal & Resilience

Welcome to a journey of understanding, healing, and renewal. If you're feeling exhausted, depleted, or questioning whether you can continue—you're not alone. This toolkit combines the timeless wisdom of Scripture with practical insights about burnout to help you find your way back to wholeness. God sees you, knows your weariness, and has prepared a path forward. Let's walk it together.



Understanding Burnout: More Than Just Tired

Burnout is a specific phenomenon first researched by Christina Maslach and her team in the 1980s. It describes what happens when work demands outweigh available resources, and stress becomes unmanageable. The three hallmark signs are:

- **Depersonalization** – feeling emotionally detached or cynical
- **Decreased self-efficacy** – doubting your competence and impact
- **Diminished sense of meaning** – feeling "it's not worth it anymore"

Today, we apply "burnout" not just to work, but to caregiving, volunteering, parenting, and life itself. To use this toolkit well, let's clarify what you're experiencing—because understanding is the first step toward getting the help you need.



[Christina Maslach: The pioneer behind burnout research](#)

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Burnout vs. Stress vs. Depression: Knowing the Difference

While these experiences can overlap, they're distinct. Recognizing which you're facing helps you seek the right support. Here's how they compare:

Stress

Characterized by: Pressure, demands, challenges

Emotions: Increased heart rate, tension, changes in mood

Key feature: Short bursts can be motivating and can occur for various kinds of situations. Everyone experiences stress.

Chronic Stress

Characterized by: Prolonged exposure to stressors, persistent tension, ongoing demands

Emotions: Exhaustion, frustration, feeling trapped

Key feature: Extended stress that doesn't resolve, can lead to burnout if unaddressed

Burnout

Characterized by: Not enough motivation, disengagement, emptiness

Emotions: Helplessness, detachment, loss of meaning

Key feature: Requires systemic change, not just rest

Depression

Characterized by: Persistent sadness, loss of interest in most activities

Emotions: Hopelessness, worthlessness, possible thoughts of death

Key feature: Medical condition requiring professional treatment

- ☐ If you're experiencing symptoms of depression, please reach out to a mental health professional. Your life has immeasurable value, and help is available.

Biblical Figures Who Experienced Burnout

Scripture doesn't shy away from human exhaustion. Several biblical figures experienced what we'd recognize today as burnout—often mixed with grief, trauma, depression, and loss. Their stories are complicated, just like ours. You may identify with their weariness, and that's okay. God met them in their depletion, and He'll meet you too.



Martha

Overwhelmed by serving and hospitality, Martha felt unseen and unsupported. Jesus gently redirected her to what truly mattered, reminding her that presence is more important than performance.

Luke 10:38-42



Job's Wife

After losing everything—children, wealth, health—she reached her breaking point and told Job to "curse God and die." Her exhaustion and grief were real, her resources completely depleted.

Job 2:9



Balaam

Caught between divine calling and worldly pressure, Balaam became so depleted and confused that God had to speak through a donkey to get his attention. Sometimes burnout clouds our discernment.

Numbers 22

Each of these individuals needed intervention, redirection, or rest. Their burnout was acknowledged, not dismissed. Neither should yours be.

When Scripture Seems to Contradict Rest



At first glance, some verses seem to glorify endless endurance without relief. They can make us feel guilty for being tired or needing help. But context matters deeply. Consider these often-misapplied passages:

"We also boast in our afflictions, because we know that affliction produces endurance, endurance produces proven character, and proven character produces hope."

— *Romans 5:3-4*

"Blessed is the one who endures trials, because when he has stood the test he will receive the crown of life."

— *James 1:12*

"Let us not get tired of doing good, for we will reap at the proper time if we don't give up."

— *Galatians 6:9*

These verses speak to **spiritual perseverance** and faith-building through trials—not to working yourself into the ground without rest, support, or boundaries. God never intended for you to carry more than you were designed to bear. The full counsel of Scripture reveals a God who values rest, rhythm, and renewal.

Jesus' Rhythm: The Perfect Model for Sustainable Living

The best blueprint for preventing and recovering from burnout is found in how Jesus Himself lived. He was fully God and fully human—and in His humanity, He modeled healthy rhythms we're meant to follow.

Prayer & Connection with God

"Very early in the morning, while it was still dark, Jesus got up, left the house and went off to a solitary place, where he prayed" (Mark 1:35).

Jesus prioritized daily communion with the Father.

Service & Rest

"Come with me by yourselves to a quiet place and get some rest" (Mark 6:31).

After ministry, Jesus intentionally withdrew to restore His disciples—and Himself.

Fellowship & Purpose

"Abide in me, and I in you" (John 15:4).

Jesus lived in community, stayed connected to His purpose, and taught His followers to do the same.

Divine Order & Seasons

"To everything there is a season, and a time for every purpose under heaven" (Ecclesiastes 3:1).

"I seek not my own will, but the will of the one who sent me." (John 5:30)

Jesus wasn't rushed by others' timelines; He moved according to God's perfect timing.

- ☐ If Jesus—the Son of God—needed rest, prayer, and boundaries, how much more do we? Following His rhythm isn't optional; it's essential for thriving.

ABIDE: A Simple Rhythm for Life with Christ

Building on Jesus' perfect model for sustainable living, the ABIDE rhythm offers a practical framework to integrate rest, spiritual connection, and healthy boundaries into your daily life. It's a holistic approach designed to counteract burnout and foster profound resilience, anchored in Christ-centered practices.

A – Abide with God



Prioritize daily communion through prayer, engaging with Scripture, and cultivating a deep awareness of God's constant presence.

B – Breathe & Be Still



Intentionally create space for rest and stillness. Practice Sabbath principles by stepping away from work and productivity to simply "be."

I – Include Others



Actively seek and engage in fellowship, mutual care, and shared life with a supportive community.

D – Discern God's Leading



Seek God's divine order for your life, recognizing seasons of activity and rest. Regularly ask: "What is mine to do now?"

E – Engage Faithfully



Live with obedience, trust, and humility in your daily tasks and interactions. Focus on faithfulness over urgency, recognizing that God's plan unfolds in His time.

By consistently practicing the ABIDE rhythm, you cultivate a life rooted in Christ, equipped to navigate challenges with grace and avoid the pitfalls of modern burnout. It's an ongoing journey of intentionality and trust.

Recovery: What to Do When Burnout Has Already Set In

Prevention is ideal, but what if you're already burned out? Recovery is possible, though it requires patience and intentionality. Healing from burnout involves multiple strategies working together:

- **Prioritize self-care:** sleep, nutrition, movement
- **Practice stress management:** prayer, mindfulness, deep breathing, new skills/tools may be necessary
- **Seek support:** trusted friends, counselors, pastors
- **Make lifestyle changes:** disconnect from technology, reevaluate commitments
- **Discern God's leading:** knowing your assignment helps you to choose your next steps wisely

Recovery takes time—weeks to months, depending on severity. But with consistency and God's help, you can move from exhaustion to renewed energy and purpose.



"Come to me, all who labor and are heavy laden, and I will give you rest."

— Matthew 11:28

The same principles from Jesus' life that **prevent burnout also facilitate recovery**. Return to prayer, embrace rest without guilt, reconnect with community, and trust God's timing for your restoration.

Need support for your faith-based organization? Visit kellydholder.com for resources on turning mental health science into joyful, thriving cultures.

Supporting Your Workplace: Creating Burnout-Resistant Environments

If you lead a team, manage an organization, or volunteer in ministry, you have the power to create environments where burnout isn't inevitable. Here's how to be God's hands and feet in your workplace:



Support Human Needs

Provide access to rest, hydration, nutrition, bathrooms, lactation support, and mental health resources. These aren't luxuries—they're necessities.

Ensure Safety

Create physically and psychologically safe spaces.

"Let each of you look not only to his own interests, but also to the interests of others" (Philippians 2:4).

Increase Support

Help team members support one another so everyone can succeed.

"Carry each other's burdens, and in this way you will fulfill the law of Christ" (Galatians 6:2).



Create Belonging & Connection

Foster an atmosphere where everyone belongs, is connected, and has a meaningful place in the organization or ministry.

"Now you are the body of Christ, and each one of you is a part of it" (1 Corinthians 12:27).

Respect

Honor each person's time and contributions. Eliminate unnecessary work and redundancies. Increase efficiency.

"Be completely humble and gentle; be patient, bearing with one another in love" (Ephesians 4:2).

Resource: *Beyond Burnout: A Physician Wellness Hierarchy Designed to Prioritize Interventions at the Systems Level* by Shapiro et al (2019) offers evidence-based strategies for organizational change.

For faith-based organizations: kellydholder.com offers practical resources for turning mental health science into joyful, thriving cultures.

Boundaries, Limits & Rules: Understanding the Difference

Many people struggle with burnout because they've overextended without adequate resources. Understanding boundaries, limits, and rules helps you protect yourself wisely.

Boundaries (Internal)

Personal guidelines about *your own* actions to protect yourself: "I won't answer texts after 10 PM" or "I will take Saturdays off for rest."

Boundaries focus on self-care, not controlling others. They're about what's okay for *you*.

Limits (Enforced)

The protective "no" you enact when someone crosses a boundary: "If you yell at me, I will leave the room."

Limits are consequences that prevent harm or disrespect —they're firmer protective measures.

Rules (External)

Guidelines or requirements that dictate behavior in a system: workplace policies, community standards, organizational expectations.

You may help shape rules or be required to operate within them.

- We often blame others for violating our boundaries not understanding that we haven't put the proper limits in place to support our boundaries.

Discerning Your Next Steps

Ask yourself these Spirit-led questions:

- Do I need to set a boundary? (Remember: these are internal commitments)
- Have I communicated my limits when boundaries were violated?
- What are the rules in this environment? Can I influence them?
- Has God called me to this? Am I executing it according to Jesus' rhythm?

God doesn't call us to a life of ease, but He does call us to wisdom. Each situation requires prayer and discernment. If you're uncertain, seek Godly counsel.

1 Speak Truth in Love

"Rather, speaking the truth in love, we are to grow up in every way into him who is the head, into Christ" (Ephesians 4:15)

2 Let Your Yes Be Yes

"Let what you say be simply 'Yes' or 'No'; anything more than this comes from evil"
(Matthew 5:37)

3 Seek Wisdom

"If anyone lacks wisdom let him ask God" (James 1:5)

- Using I statements can help establish clear communication in difficult situations. Practice saying, "I feel overwhelmed when..." rather than "You always..." to focus on your needs.

This is just one example of tools that can help you better live out God's path for you. Need more tools visit kellydholder.com

You Are Worth Every Support

Steps You Can Take Right Now

1. Acknowledge your exhaustion honestly before God
2. Use the ABIDE framework to help guide your daily rhythms and flows
3. Reach out to one trusted person for support
4. Pray for wisdom and discernment about your next steps

Share This Hope With Others

If someone you love is burned out, share this toolkit. Remind them they're not weak for being weary. Offer practical help: a meal, childcare, a listening ear. Your compassion could be the lifeline they need.

"God has a plan for you. It won't be easy, but He's already prepared all the help you need to get there."

You are deeply loved. Your weariness doesn't disqualify you from God's purposes—it invites you into deeper dependence on Him. He sees every tear, knows every struggle, and is already working to restore you.

"The Lord is close to the brokenhearted and saves those who are crushed in spirit."

— *Psalm 34:18*

May you find rest for your soul, renewal for your spirit, and the courage to walk in the sustainable rhythms Jesus modeled. You are worth every support. Keep going.

For additional support and resources for faith-based organizations, visit kellyholder.com