

# FOCUS | Healing Burnout (30-60 minutes)



## OBJECTIVE |

Explore **burnout**, the workplace conditions and stressors that contribute to it, and the personal and organizational practices that help prevent and heal it.

## OVERVIEW |

**Burnout** is a state of chronic physical, emotional, and mental exhaustion that develops when **prolonged workplace stress consistently exceeds a person's capacity to recover**. It often emerges when high expectations, workload demands, and emotional labor are sustained without adequate support, resources, or time for restoration.

- Sounds Like - *"I'm constantly drained, and no matter how hard I work, it never feels like enough."*
- Feels Like - *Chronic fatigue, cynicism, frustration, or a loss of motivation and meaning.*
- Looks Like - *Detachment from work, decreased effectiveness, irritability, reduced engagement, or feeling emotionally and physically depleted.*

## HEALING |

We heal and protect against burnout by restoring balance between effort and recovery. Healing happens through intentional recalibration, reconnection, and relief.

- REST | **Recalibrate** the nervous system so the body can recover from sustained stress and return to a regulated state.



REST

Regulate Nervous System

Gather in circle, check-in, engage simple somatic (body) movement practices designed to soothe the nervous system, alleviate tension, and create community connection.

## OPENING | Grounding the Circle (10-15 minutes)

### 1. Come into Circle (Introductions) (2-3 minutes)

Invite a quick round

Prompt:

- Name
- One word (or short phrase) for how you're arriving today

### 2. Share Circle Focus & Objectives (2 minutes)

Burnout happens when chronic stress and ongoing demands exceed our capacity to recover over time. It's not just being tired; it's feeling depleted and disconnected. Burnout isn't a failure. It is an important signal that capacity needs to be restored. It can:

Sound like:

"I have nothing left."

Feel like:

Exhaustion, detachment, low motivation

Look like:

Going through the motions, irritability, withdrawal

### 3. Review Core Values & Core Commitments (1-2 minutes)

- Briefly walk through the Core Values and Core Commitments

Prompt: (no need to share aloud)

- What value helps ground you in your work?

### Quick Reflection (1-2 minutes):

Invite participants to quietly consider:

- Where do you notice burnout showing up for you right now?

### Somatic Practices (5 minutes)

(See Guide Resource Portal for modeled practices in the REST Resources page)

Neurovascular Hold & Seated (or Standing) Twists

Invite awareness: What shifts in your body when you give yourself even a moment to reset?





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- RESTORATION | **Repair** by reconnecting with meaning, purpose, and the values that first brought you to this work.

## TRANSITION | Rose, Thorn, Bud + H.E.A.L. (15-30 minutes)

### Set-Up and Framing

This activity is an opportunity to notice what is restoring your energy and helping you sustain your work, and to move toward practices that are more aligned, renewing, and supportive of your capacity.

### ROSE | What's Nourishing You -- Pair Share (3-5 minutes)

Prompt:

- What is one moment, practice, or connection in your life right now that is restoring your energy or helping you feel even slightly more resourced in your work or personal life?

### THORN | What's Draining You -- Pair or Whole Circle Share (3-5 minutes)

Prompt:

- What is one ongoing demand, stressor, or pattern right now that is draining your energy or making your work feel unsustainable?

### H.E.A.L. | Repair + Re-Align (8-12 minutes)

#### Guided Reflection + Pair Share

#### H | Honor the Trigger (2-3 minutes)

- What might this moment of burnout be revealing about the limits of your time, energy, or capacity right now? How could this situation mark a shift from pushing through exhaustion to recognizing when recovery and recalibration are needed?

#### E | Embody the Breath (2-3 minutes)

- What physical cues—such as breath, posture, slowing down, or grounding your body—might help you return to a regulated state when you notice stress or depletion building?

#### A | Align Thoughts and Emotions with Values (2-3 minutes)

- As you reconnect with your core value, what does meaningful work look like when it is rooted in sustainability rather than constant overextension?

#### L | Lean toward Love (2-3 minutes)

- What is one small, value-aligned action you could take in situations like this that helps protect your energy while still honoring the work and the people you serve?

**RESTORATION**  
Process & Make Meaning

Discuss a foundational concept of the core curriculum, share personal experiences, and engage our signature **HEAL strategy** to create meaning, gain insight, and generate wisdom.

**E | Embody the Breath**  
"I am safe. I am relaxed. I am in control."

**L | Lean Toward Love**  
"My calm, compassionate presence is potent and positively influential."

**A | Align Thoughts and Emotions**  
"I can re-frame this situation from a perspective of curiosity and compassion."

**H | Honor the Trigger**  
"I am experiencing a stressor/trigger. This is an opportunity/challenge; not a threat."



# FOCUS | Healing Burnout



## HEALING |

We heal and protect against burnout through less chronic strain and more consistent restoration. We heal through recalibration, repair, and renewal.

- REVITALIZATION | Create healthy boundaries and sustainable work practices that protect energy and **restore** capacity for engagement and care.

## BOUNDARIES |

Boundaries are not walls; they are energy management tools.

To heal and prevent emotional exhaustion, we must remember:

- Boundaries are necessary
- Our capacity is finite
- Sustainable work happens when effort is balanced with recovery, support, and shared responsibility.
- Keeping unrealistic expectations in check is an act of professional wisdom.

## CLOSURE | Bud Reflection (5-10 minutes)



### REVITALIZATION

Renew Energy & Reinforce Boundaries

Close the circle by sharing **boundary setting practices** that protect against chronic stress fatigue and nurture mental health and well-being.

### 1. Frame (2–4 minutes)

Creating boundaries that protect against burnout is not about doing less or caring less. It is about protecting your energy and capacity so your work, relationships, and well-being remain sustainable over time.

#### Here are common energy leaks that contribute to burnout:

- Taking on more responsibilities than your time or capacity allows
- Feeling pressure to always be available or productive
- Carrying unrealistic expectations for perfection or performance
- Working without enough rest, recovery, or support
- Constantly prioritizing others' needs above your own
- Allowing work stress to spill into personal time and relationships

#### Here are common boundary ideas to consider to protect against burnout:

- Setting realistic limits on workload and availability
- Prioritizing what matters most instead of doing everything at once
- Building intentional moments of rest and recovery into your day
- Asking for help, collaboration, or redistribution of responsibilities
- Protecting time outside of work for renewal, joy, and connection
- Letting "good enough" be enough in moments of high demand

### 2. Individual Bud Prompt Reflection (1-2 minutes)

#### Bud Prompt:

- What is one predictable burnout trigger or work-related energy leak for you, and what is one protective boundary you could practice the next time you encounter this situation?

### 3. Whole Group Close (2-4 minutes)

Go around the circle and invite participants to share a takeaway or intention.

- What is one boundary you want to carry forward this week?

