

FOCUS | Burnout



OBJECTIVE |

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

See Module 1 | Banishing Burnout for more detailed information.

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.
- RESTORATION | **Repair** by reconnecting with meaning, purpose, and the values that first brought you to this work.
- REVITALIZATION | Create healthy boundaries and sustainable work practices that protect energy and **restore** capacity for engagement and care.



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

- Prepare circle space (arrange center items; display values/commitments handouts)
- Come into circle - introductions
- Share circle focus, objective, overview, and healing practice
- Review the Core Values and Core Commitments.

- Have each individual choose (1) CORE VALUE that grounds them and they resonate with. Share in circle.
 - (Invite participants to remember their value because it will be used during the HEAL practice.)

- Engage your chosen REST and recalibrate somatic practice(s) that guide the nervous system out of an over or under-active state and into flow, safety, and relaxation.

SUGGESTED SOMATIC PRACTICES

for recalibrating the nervous system so to release stored/stuck physical and emotional stress. (*See Guide Resource Portal below to watch Kathy model these in the REST Resources page)

Neurovascular Hold Seated (or Standing) Twists

FOCUS | Burnout



HEALING |

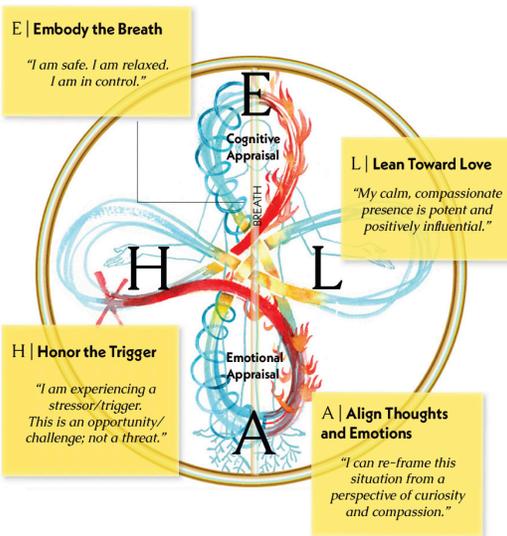
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RESTORATION
Process & Make Meaning

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.



GUIDE RESOURCES PORTAL | <https://www.drjenclifden.com/spsguidetraining>

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TRANSITION

Rose, Thorn, Bud Activity: ROSE

- Ask individuals to share their response to this prompt -- "What is something that is a highlight or a 'glimmer' that is going well for you that allows you the opportunity to express your CORE VALUE in your work or personal life?"

THORN

- Share the focus of the lesson-- **burnout**.
- Invite participants to consider a current situation—or a common scenario in their work—where ongoing demands, workload, or emotional labor begin to feel overwhelming or difficult to sustain.
- Go around the circle and invite individuals to share their stressor/scenario or Ask them to reflect on moments when they notice their energy, motivation, or sense of purpose becoming depleted faster than it can be restored.
- After everyone has shared, ask participants to consider the ways burnout affects their ability to stay present, engaged, and connected in their work and with the people they serve.

H.E.A.L PRACTICE

Briefly share/overview the H.E.A.L process.

- Guide the group through the HEAL Model through a collective conversation about these prompts:

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

L | 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?



BOUNDARIES |

Boundaries are not barriers to commitment; they are protection for sustainability.

- Working hard does not require working beyond our capacity.
- Our time, energy, and attention are finite resources.
- Sustainable work happens when effort is balanced with recovery, support, and shared responsibility.
- Letting go of unrealistic expectations is an act of professional wisdom.
- Healthy caregivers and professionals contribute meaningfully while protecting the energy that allows them to continue showing up.
- Rest and recovery from chronic work demands are not rewards—they are requirements for sustainable service in relationship-centered work.



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.



CLOSE

Rose, Thorn, Bud Activity: Bud

Creating boundaries that protect against compassion fatigue is not about caring less or becoming distant. It is about protecting your capacity to care in ways that 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 responsive
- Carrying unrealistic expectations for productivity or perfection
- Working without sufficient breaks, recovery time, or support
- Allowing work demands to consistently spill into personal time

Here are common boundary ideas to consider to protect burnout:

- Setting realistic limits on workload and availability
- Prioritizing tasks rather than trying to do everything at once
- Taking intentional breaks to restore focus and energy
- Asking for support or redistributing responsibilities when needed
- Protecting time outside of work for recovery and renewal

BUD

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?