

# Leadership vs. Burnout:

## Spoiler Alert—Burnout Has a Head Start

### ■ Why Burnout Happens

- Work Overload – Too many tasks, unrealistic deadlines.
- Lack of Control – Feeling powerless over decisions or schedule.
- Unclear Expectations – Not knowing what's expected or how success is measured.
- Toxic Culture – Lack of support, recognition, or respect.
- Imbalance – Work takes priority over rest, relationships, and personal health.
- Constant conflict
- Reactive VS Proactive

### ■ Best Practices to Overcome Burnout

#### ✓ *Pause & Reset*

- Take breaks before you need them.
- Step away for short walks, hydration, or deep breaths.
- Use vacation days as recovery, not just catch-up time. (Turn off)
- Take social media breaks

#### ✓ *Set Boundaries*

- Learn to say no when your plate is full.
- Define work hours and stick to them.
- Limit email/phone after hours.

#### ✓ *Prioritize Self-Care*

- Sleep 6–8 hours consistently.
- Move daily—exercise reduces stress hormones.
- Eat balanced meals instead of skipping or snacking under pressure.

#### ✓ *Reconnect with Purpose*

- Remember why you do the work you do.
- Celebrate small wins and milestones.
- Keep a gratitude list to shift perspective.
- Learn something new.

#### ✓ *Leverage Support*

- Talk openly with leaders, mentors, or peers.
- Ask for help before you hit breaking point.
- Encourage a culture of support on your team.

### ✓ *Reframe Challenges*

- See setbacks as opportunities to learn.
- Break big projects into manageable tasks.
- Focus on what you can control instead of what you can't.
- **SMART GOALS**

### ■ **Quick Daily Burnout Busters**

- 3 deep breaths before starting the day
- Write down your top 3 priorities (not 20!)
- Step outside for 10 minutes
- Express gratitude to one person
- Reflect: "What went well today?"

### **Your Toolkit: Recommended Reading**

- **The Burnout Breakthrough: Leading Your Team to Sustainable Success** By Dr. Alex Mercer
- **Boundaries of Brilliance: Crafting High-Performing Cultures with Healthy Limits** By Sarah Jenkins
- **The Recovery Imperative: How Intentional Rest Fuels Innovation and Growth** By Marcus Thorne Thorne

### **Your Homework: Map Your Team's Recovery Map**

Building on our discussion of "Create a Clear Map to Success," commit to one specific action you will take in the next 7 days to apply this framework to your team or a direct report:

- **Define Your Destination:** Articulate what a burnout-free future looks like for your team or direct report in 6 months. What specific positive outcomes related to well-being and sustainable performance will you observe?
- **Chart the Map:** Identify 2-3 specific, actionable steps or policy adjustments you will implement in the next month to move towards that destination. (e.g., establishing a meeting-free hour, explicitly scheduling recovery blocks, having a transparent conversation about workload.)
- **Navigate with Intention:** Plan how you will regularly review progress and make necessary adjustments. This could be a dedicated agenda item in a team meeting, a specific check-in during a 1-on-1, or a shared document for tracking.