



# Preventing Burnout What To Do When Leading Weighs You Down

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Roy Wooten





## Session Goals

- Understand burnout and the role it plays in derailing leaders.
- Learn best practices in burnout prevention.
- Update your personal burnout prevention plan.



Who comes to  
mind when you  
think about  
someone  
burning out  
and blowing it?





Burnout is a state of emotional, mental and often physical exhaustion brought on by prolonged or repeated stress.

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# Common Signs of Burnout

- Fatigue
- Physical complaints
- Sleep changes
- Appetite changes
- Overwhelm
- Anxiety
- Depression
- Lack of joy
- Suspiciousness
- Concentration problems
- Indecision
- Obsessive thoughts
- Isolation/withdrawal
- Irritability
- Anger/blaming
- Risky behavior



What are your  
tell-tale signs  
that you are  
getting a little  
crispy?





*[Moses kills an Egyptian: Exodus 2:11-12]:  
Page from the Sarajevo Haggadah at the  
Jewish Museum in Vienna*



## Burnout and Relationships

When we are exposed to another's traumatic event, we carry some of their trauma with us. This is called secondary trauma.

When we struggle to put ourselves in another's shoes, or feel empathy for another, we have compassion fatigue. When we show empathy for those we lead and have peace from our helping, we have compassion satisfaction.

What are you  
doing or have  
you done to  
prevent  
burnout?



# *Best Practice in Burnout Prevention*



Complete the  
Stress Response  
Cycle

“Just because you’ve dealt with the stressor doesn’t mean you’ve dealt with the stress itself. And you have to deal with the stress – “Complete the cycle” – or it will slowly kill you.”



*Burnout, The Secret to Unlocking the Stress Cycle*  
*Emily Nagoski, PhD and Amelia Nagoski, DMA*

# Complete the Stress Response Cycle

- Pray
- Increase heart rate
- Breathe
- Connect socially
- Laugh
- Hug it out
- Engage creativity
- Cry



How will you  
complete your  
stress response  
cycle?



# *Best Practice in Burnout Prevention*



Raise your  
emotional  
awareness.

“The stories we tell ourselves shape our reactions, influencing how we lead and interact and significantly impact our leadership effectiveness.”



*Burnout Immunity: How emotional intelligence can help you build resilience and heal your relationship with work. Kandi Wiens, EdD*





“Leaders who are unaware of their internal emotional world are dangerous. If you don’t know your wounds, you’ll bleed on everyone around you.”  
- Roy Wooten



# *Raise your emotional awareness!*

- Listen to your body
- Check In with self and others.
- Journal feelings/context
- Try predicting your feelings
- Acknowledge triggers
- Trust intuition



How will you  
raise your  
emotional  
awareness?



# *Best Practice in Burnout Prevention*



Take care of your  
earth suit.

# *Best Practice in Burnout Prevention*

Connect with  
supportive  
relationships.





*The Burnout Fix: Overcome overwhelm, beat busy, and sustain success in the new world of work. Dr. Jacinta, M. Jimenez*

“We live in a time when there are so many ways to connect, yet many people struggle with connection. You are wired to connect. It requires compassionate action promoting belonging, network diversity, and healthy boundary-backed rules. It requires you to let go of the myth of solo success.”



# *Connect with supportive relationships*



- Gratitude for the team behind your success.
- Schedule relationship time.
- Be compassionate with self and others.
- Promote belonging.
- Set relationship boundaries.
- Diversify your network.

How will you  
connect with  
supportive  
relationships?





# *Best Practice in Burnout Prevention*

1. Complete the stress response cycle.
2. Raise your emotional awareness.
3. Take care of your earth suit.
4. Connect with supportive relationships.

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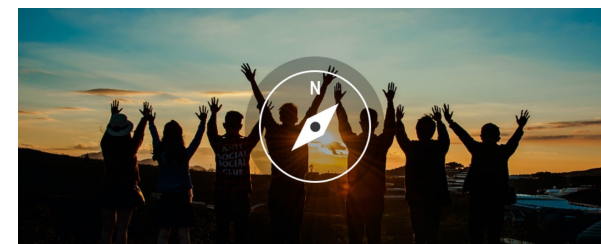
# *Assessment*

Replace the word “help” with “lead”

Record the number that represents how frequently you experienced these things in the last 30 days.

You are not turning this in.  
Take this opportunity to answer honestly.







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