



**Practical strategies for avoiding
burnout**

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Who am I?

Jennifer McCanna PCC

Leadership/ Executive coach working with leaders at all levels...

...with a focus on navigating challenging work relationships and organisational change

...giving you space to create a productive and enjoyable work life!

Clients include global banks, government departments, international and national charities, tech start ups, and healthcare providers.

Today I'm sharing a some practical ways in to think about creating balance and space to avoid burnout.



McCANNA COACHING

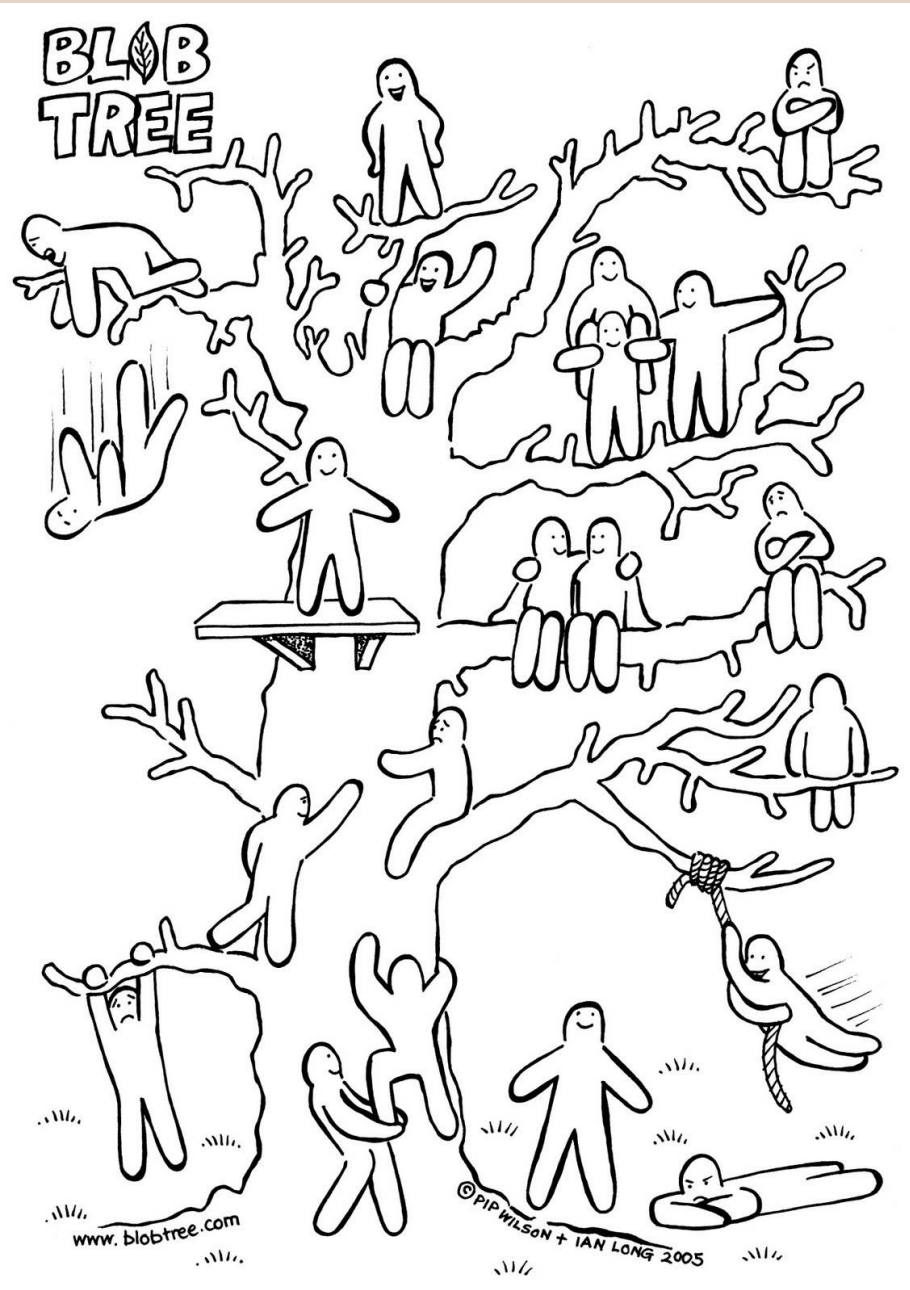




What are we doing today?

- What is burnout anyway, and what the experts say we should do to avoid it
- Explore my three favourite tools from neuroscience & psychology that help us understand what's going on and what we can do about it
- Think about what might be going on that's getting in the way
- Reflect on what action we can take

Which blob person are you today?





What even is burnout?

General stress:

- The effects are temporary, e.g. relating to a big event or project
- A change or break refreshes us
- Feeling all the feels 'argh I'm stressed'



Burnout:

- Over a period of time we become pessimistic and disengaged
- Little energy and purpose
- Feeling less – emotionally blunted
- Feeling like we're failing
- Lack of creativity – where have all my ideas gone?
- Over-sensitive to criticism or conflict
- Our personality preferences can become more pronounced or extreme
- Feeling cynical
- Withdrawing socially
- So tired, in spite of getting sleep



What the experts say we should do to avoid it

- Water, Sleep, Movement and nutrition
- More of the above – small tweaks really help
- Find meaning and purpose (*just a small thing then!*)
- Do activities that make you feel good
- Talk to others
- Take time off if and when you need to
- Consider support from a trusted professional (*GP, mental health support, coach, therapist*)



“But I’m so tired, I just don’t know where to start!”



You get what you focus on, so let’s flip the script and focus instead on creating balance and space for you!



Everyone talks about resilience, but what is it?

Resilience is the capacity for change. Building resilience means honing the skills of adapting which rely on a healthy mind and body.

Resilience at work can be described as the capability to maintain high performance and positive well-being. Resilient individuals are able to sustain successful performance and positive wellbeing in the face of adverse conditions, and to recover from or adjust easily to misfortune or change.

The Resilience Dynamic



Robertson Cooper (authors of *The Good Day at Work* model)

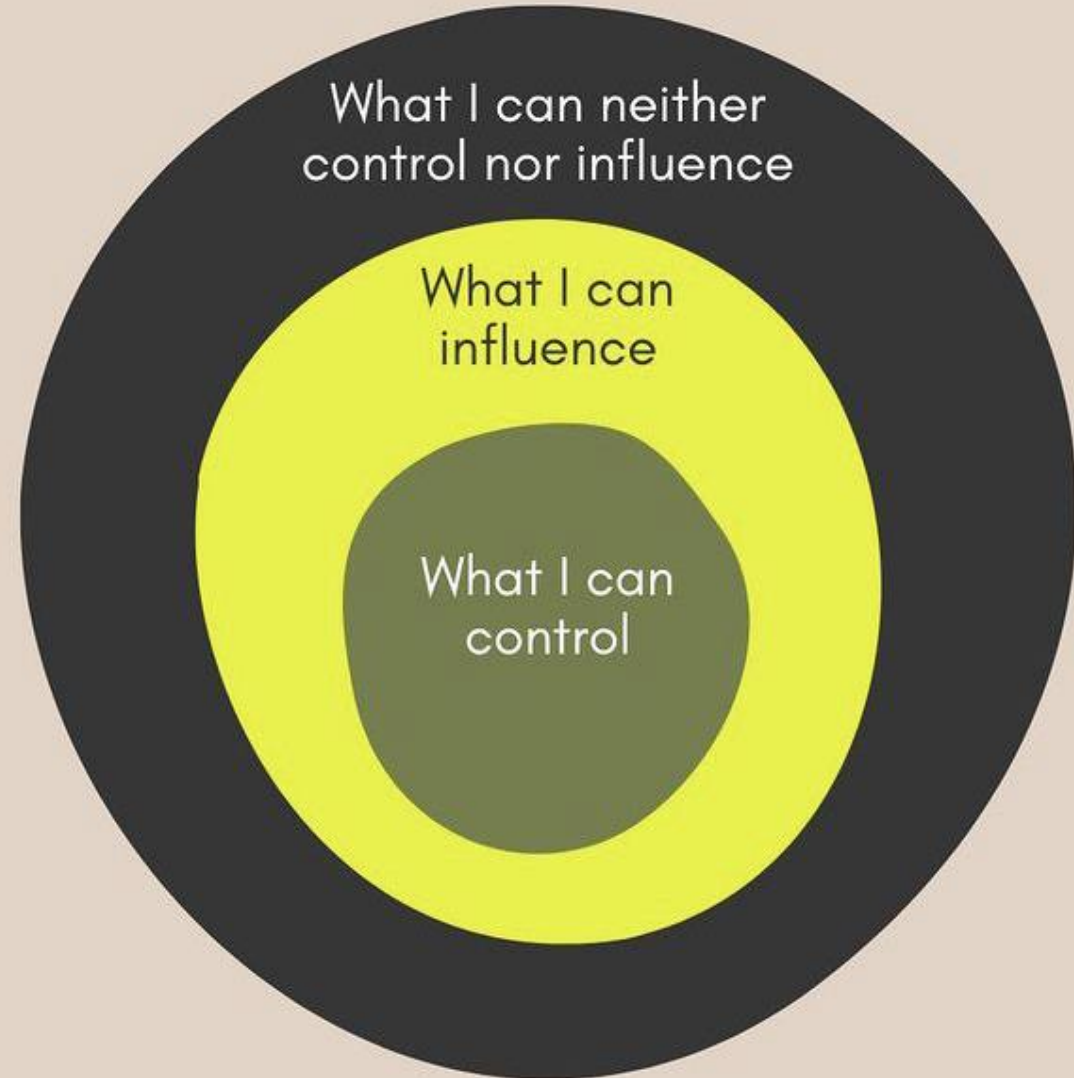
We all have a
different size
stress container



Concept borrowed from @mhfaengland

When your
container is
filling
up...where to
focus?

Stephen Covey's
Circle of Influence

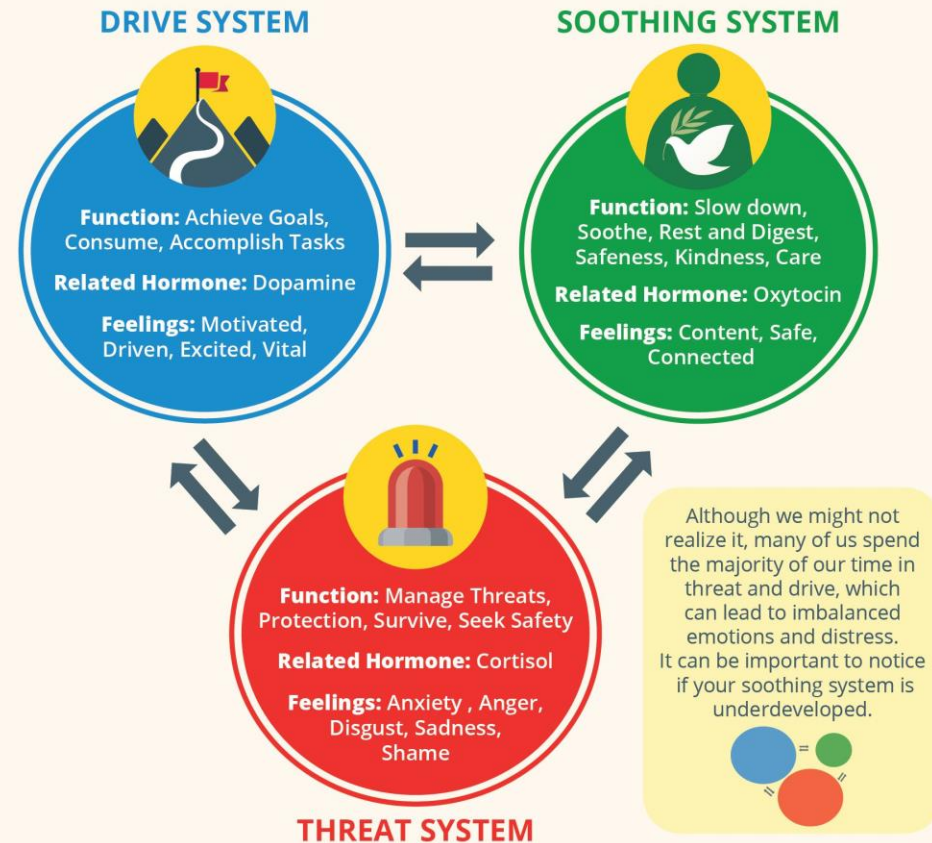


Some neuroscience behind doing what feels good!

Paul Gilbert's circles of emotional regulations

THREE CIRCLES OF EMOTIONAL REGULATION

According to Paul Gilbert's model, people often switch between three different systems to manage their emotions. Each system is associated with different brain regions and different brain chemistry.



In order to help you get a sense of where you might be out of balance, your practitioner may ask you to imagine how big each of your circles is.

Adapted from Gilbert, P. (2009). *The Compassionate Mind: A New Approach To Life's Challenges*. London: Constable and Robinson.

Are you getting
what you need?

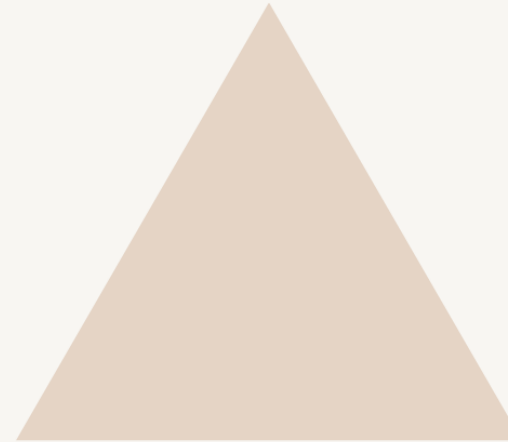


From Transactional Analysis



The Hungers

Structure (and
Support)



Stimulus
(Environment,
People)

Strokes
(Conditional or
Unconditional)

How can we find
balance?



- Believe it's possible
- Create a vision of what it looks like - what do I need?
- Understand what we already have
- Take small steps
- Celebrate the wins



What beliefs might be getting in the way?

- I've got to be useful and productive
- I can't say no to my boss
- Failing is not an option
- The most important thing is harmony at work
- Putting in all the hours is what I'm paid to do



Which of those are you assuming to be true? Can you check that out?

Here's some alternatives:

- I'm at my most productive when I'm well rested
- Having other interests and seeing friends is energising
- My team, and my bosses, are there to support me
- It's a team effort
- When things don't go as planned, I learn as a leader



Personal reflection

- What resonates with me today?
- What action can I take based on this reflection?
- What might I ask for?
- What can I say no to?
- What assumptions can I check out?



More support from me...

- 1-1 leadership coaching, incorporating EFT (emotional freedom technique) to support your emotional life and wellbeing
- Book a free, no obligation 30 minute discovery call
- Website full of articles & downloads....

<http://mccannacoaching.co.uk/>



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