

Conversations on Burnout

A Neurodivergent Perspective

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Who are we?



Dr Rebecca Jackson

**Coaching Research Practitioner
& Accredited Coach**



Hazel Anderson-Turner

**Business Psychologist
ICF Professional Certified Coach**

Focus for this session

- Refresh - What is burnout?
- My experience of burnout
- Burnout and neurodiversity
- From the coach casebook
- Supporting self, supporting others

My Experience



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Who I am...

- Autistic & ADHD
- Late-diagnosed
- Positive psychology coaching research practitioner
- Coaching for neurodivergent people
- Zest and self-regulation







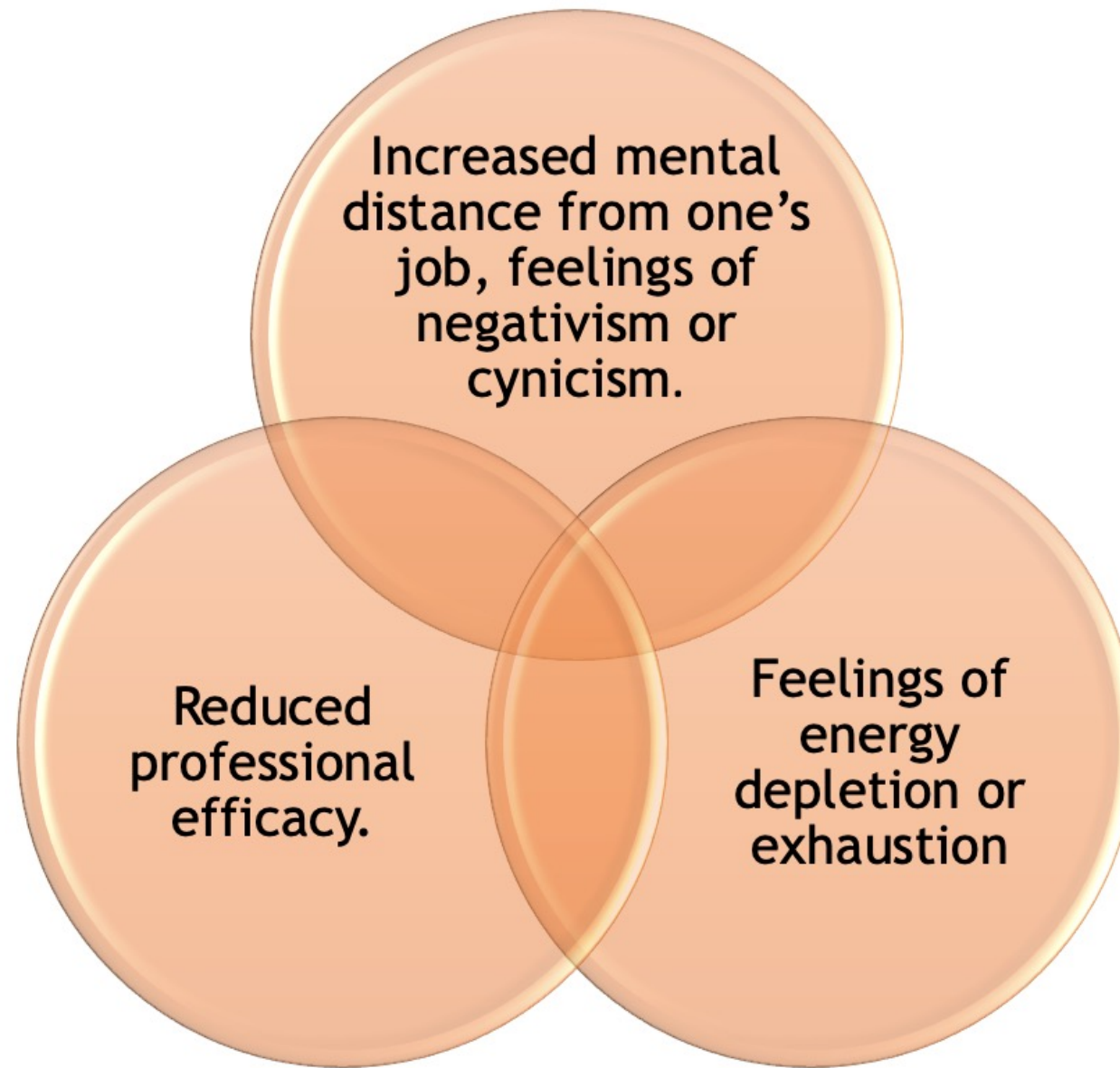
- Unmet needs
- Loss of executive functioning
- Extreme fatigue
- Low motivation
- Unable to work
- Breakdown in personal relationships

What I do now



Self-regulation coaching

Burnout & Neurodiversity



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Burnout is seen as a workplace phenomenon because that's where most people traditionally experience chronic stress!



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“ ”

Autistic/ADHD burnout is also about chronic stress. Work is involved, but there are very particular factors in cause and recovery to consider.

Autism & Burnout

Signs of autistic burnout



nonchalance/
flat mood



low attention span



exhaustion



scared to make
commitments



irritability



overwhelmed & /
or underwhelmed



special interests
unappealing

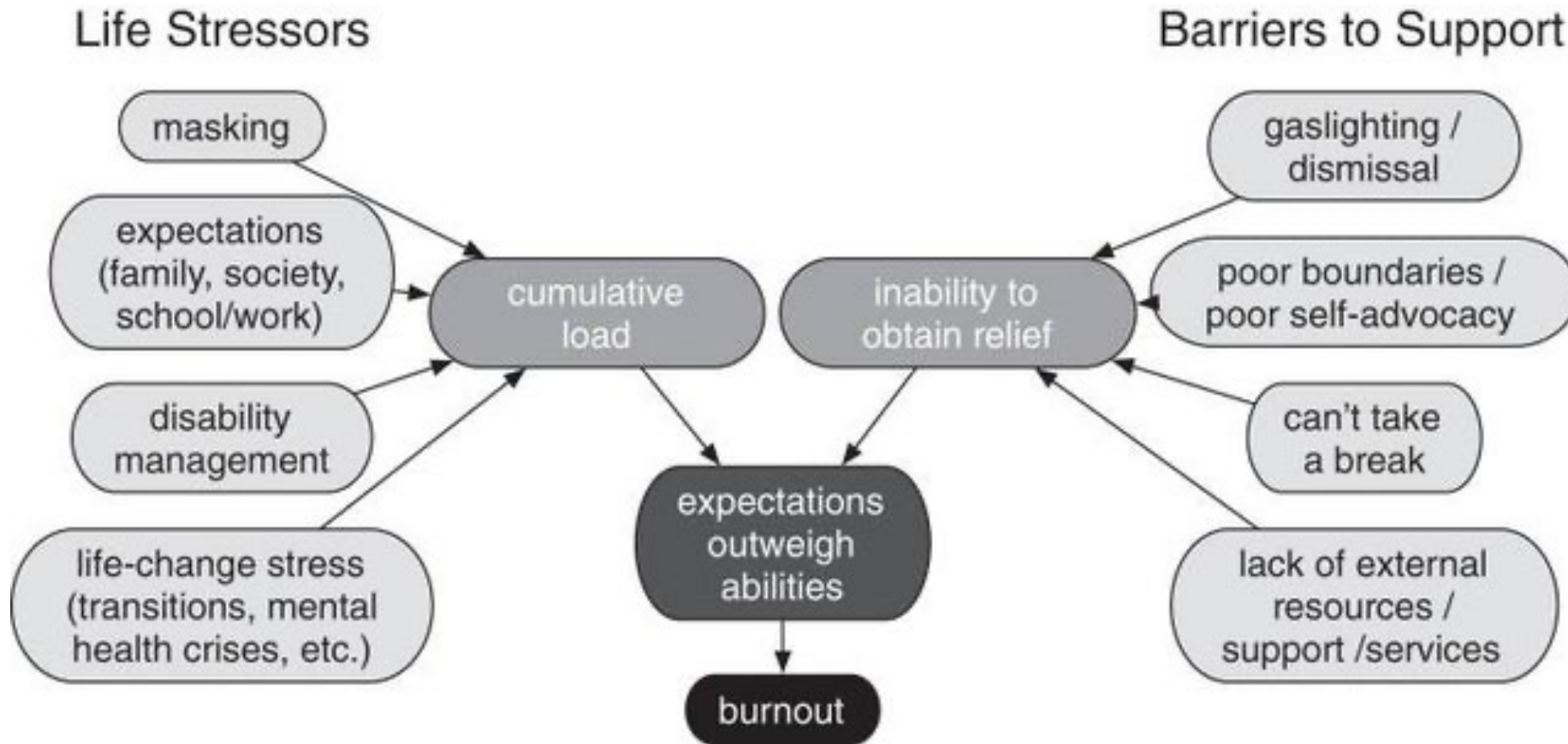


low capacity
for socialising



unshakeable and
constant anxiety

@adulting_with_autism_



Dora Raymaker (2020) doi: 10.1089/aut.2019.0079. Epub 2020 Jun 10.



- Suppression of behaviour
- Suppression of reactions
- “Putting on a front”
- Mimicking/mirroring others
- Appearing interested
- Appearing “fine”
- Authenticity and unmasking

- “Low level annoyance”
- Can’t screen out
- Extra cognitive load
- One sound or smell could derail a day
- Control
- Sensory withdrawal



ADHD & Burnout



Thread



The Quirky Brain Coach #Autism #ADHD #AuDHD

@chasing_ling

Does anybody know of good academic resources talking about ADHD and burnout. It's my impression that there's quite a bit now for [#burnout](#), but that ADHD burnout is several years behind the resources that you can think of to review?

7:17 AM · Feb 24, 2023 · **10.6K** Views



3 reasons you might have ADHD burnout

1. You're overcompensating.



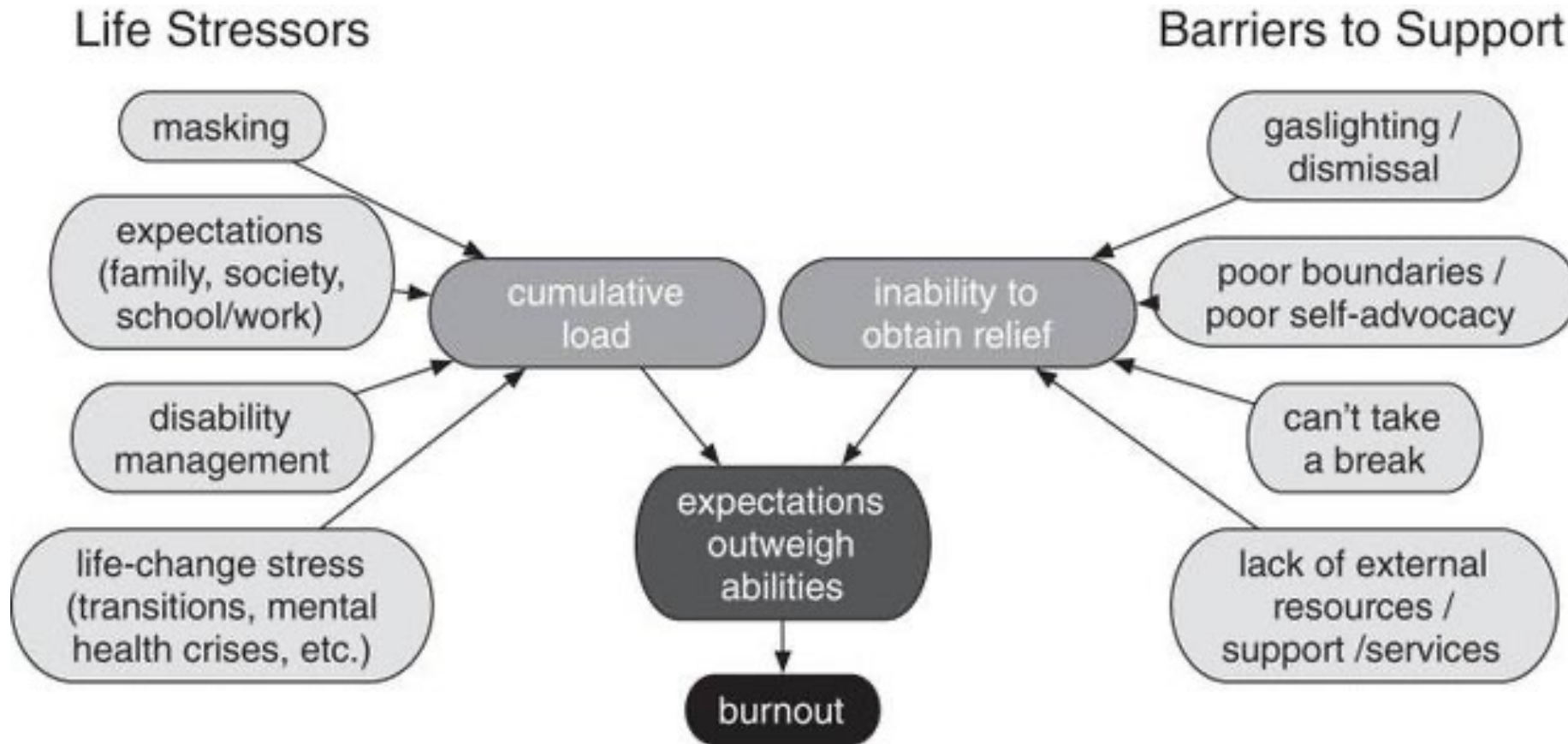
2. You feel guilty for resting.



3. You're ignoring your limits.



Sam Dylan Finch (2021) for InFlow
Samdylanfinch.com



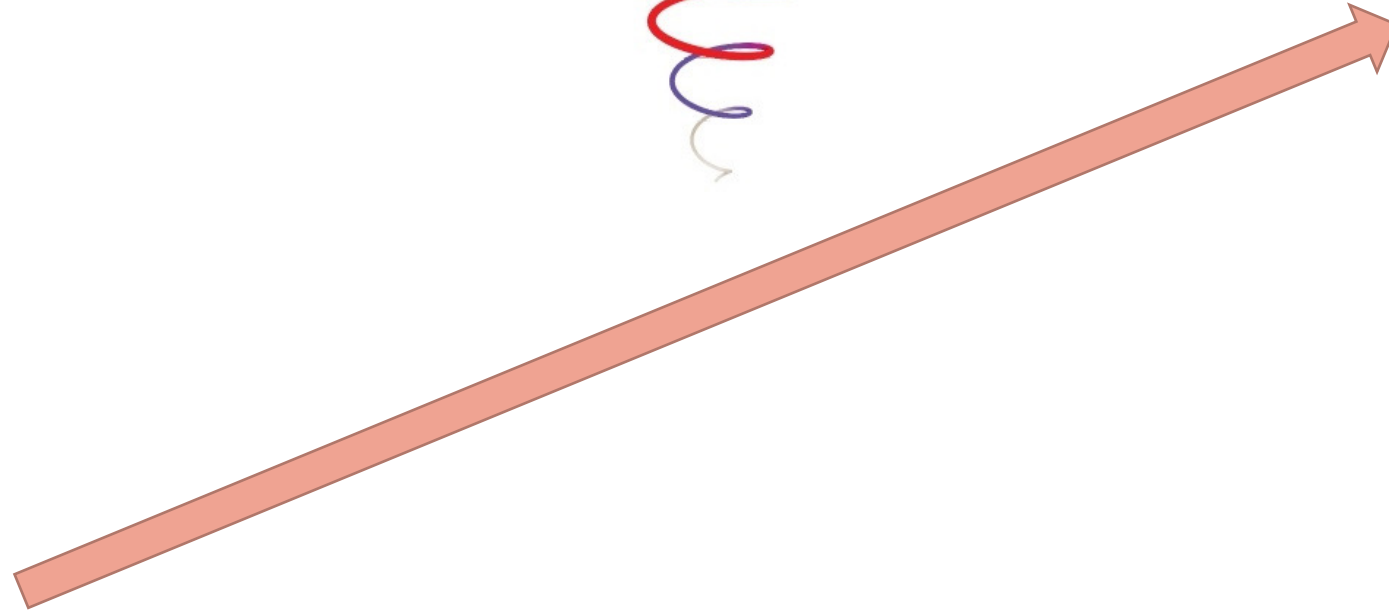
Dora Raymaker (2020) doi: 10.1089/aut.2019.0079. Epub 2020 Jun 10.

From the Casebook



- Late-diagnosis
- Unmet needs
- Significant masking
- No longer “coping”
- Dysregulated emotionally and physically
- Not able to support self with condition

See research of psychologist
Barbara Fredrickson for
inspiration e.g. Fredrickson &
Joiner (2018)

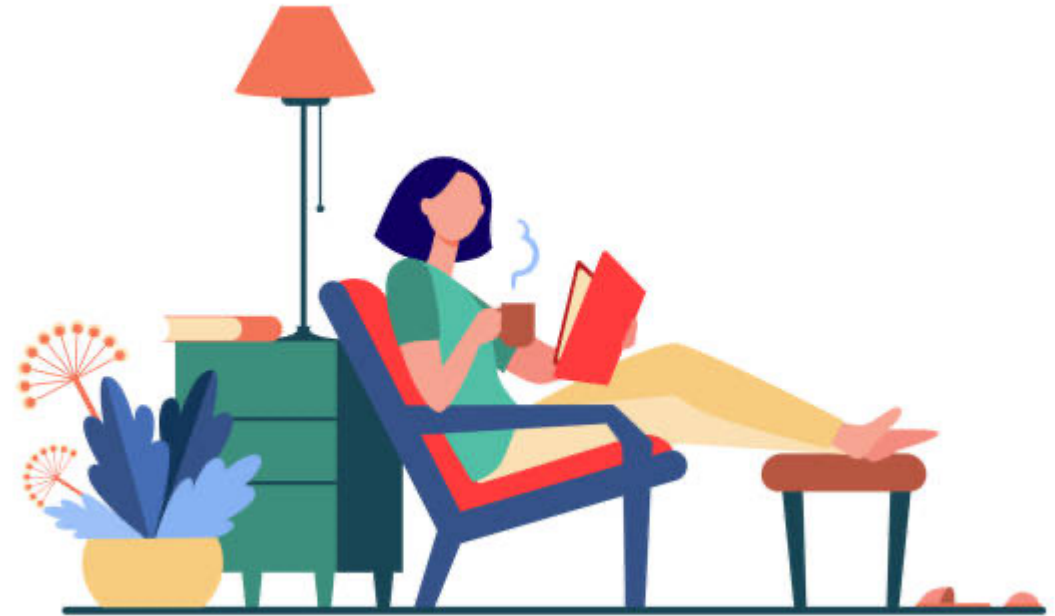


Small positive, authentic successes



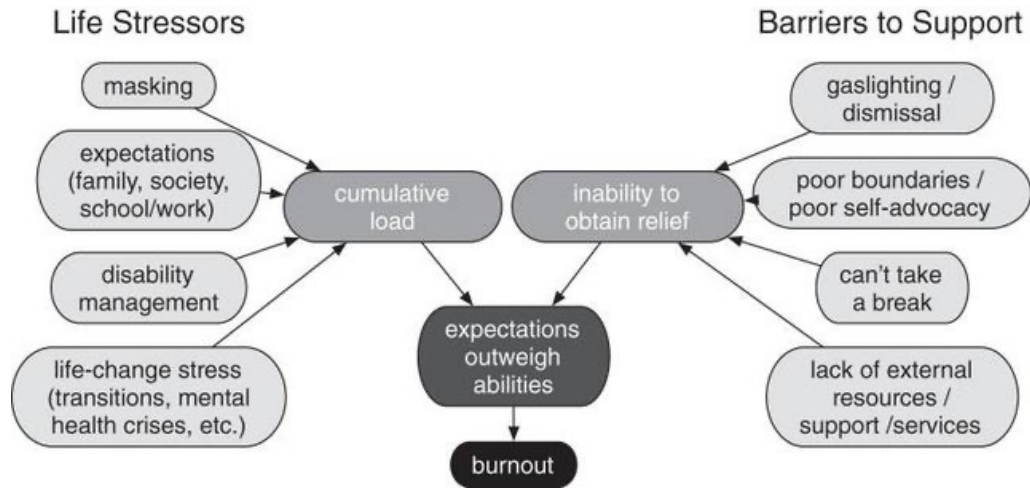
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- Routines
- Habits
- Sensory care
- Life/role crafting
- Regulated
- Zest and enjoyment
- Authenticity



Supporting the Self

“ ”



Managing burnout contributes to burnout. The entire burden is not ours alone to shoulder.

See research of psychologist
Barbara Fredrickson for
inspiration e.g. Fredrickson &
Joiner (2018)



Small positive, authentic successes



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Avoid



Non-essentials



Discomfort



Standard advice

Do – Stress



Low arousal



Low demand



Low interaction

Do – Zest



Sensory soothing



Interest & flow



Small steps

“ ”

**Nothing changes if nothing changes.
Start small. 2 minutes makes a huge
impact over time.**



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Supporting your People



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Avoid



Assumptions



Stereotypes



Imposing culture

Do



Listen



Believe



Adjustments

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Make “your world” accessible and user-friendly to ALL neurotypes.



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“ ”

**Consider the small cost to you and the
huge return to us.**



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To Finish

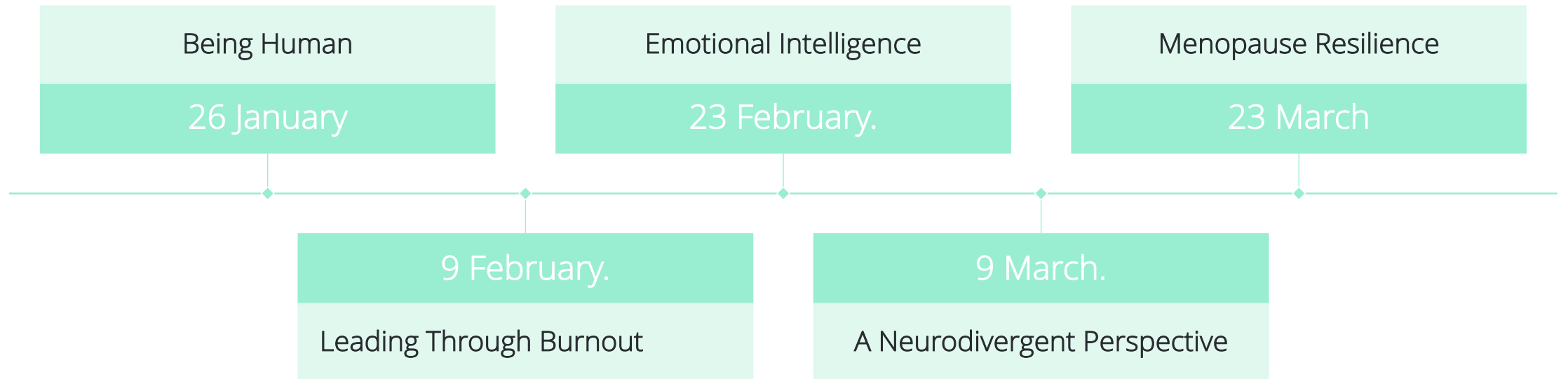
- My experience
- Burnout and neurodiversity
- Autism, ADHD and burnout
- Supporting self
- Supporting other



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What's next?



My website: <http://thequirkybrain.coach>

Autistic burnout: <https://www.nytimes.com/2021/09/03/well/live/autistic-burnout-advice.html>

ADHD Burnout: <https://www.getinflow.io/post/adhd-burnout>

Autistic masking: <https://theautisticadvocate.com/autistic-masking/>

Autistic senses: “Autism, sensory difference and the daily experience of fear” by Emma Reardon

ADHD stress and relaxation:

Autistic Callum: http://linktr.ee/autistic_callum_

Sam Dylan Finch: <http://samdylanfinch.com> (neurodivergent coach and writer)

Dora Raymaker: <http://doraraymaker.com> (neurodivergent academic)

Barbara Fredrickson (positive emotions): <https://positivepsychology.com/broaden-build-theory>

Resources

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