

Conversations on Burnout

Webinar 3: Connecting to our values

Hazel ANDERSON
TURNER



Who are we?



**Kas
Halai-Ramus**

**Business Psychologist and
Accredited Coach**

Hazel ANDERSON
TURNER



**Hazel
Anderson-
Turner**

**Business Psychologist and
ICF Professional Certified
Coach**



**Feeling burnt out is
understandable but
not inevitable**

What does
BURNOUT
look like?

"I don't have anything left to give"

Overwhelming emotional exhaustion

"I just don't care anymore"

Feelings of cynicism and detachment

"I feel like I'm letting everyone down"

Personal sense of ineffectiveness and lack of accomplishment



Hazel ANDERSON
TURNER

The Burnout Scale



BURNOUT



THRIVING

Powerful question

How well am I able to recover from the emotional demands of my role?

EMOTIONAL EXHAUSTION



HIGH ENERGY

Powerful question

How connected do I feel to what is important to me?

FEELING CYNICAL AND DETACHED



STRONG CONNECTION

Powerful question

How much value do I feel like I am adding?

FEELING INEFFECTIVE AND NOT ACHIEVING GOALS



FEELING EFFECTIVE AND CAPABLE



With ourselves



With our colleagues



With our teams

Levels of conversations

Empathy + coaching example



“I can see how difficult this is for you”



Current situation:

“What feels most challenging?”



Options:

“What options do you have?”



Experiment:

“What small step could you take to move you forward?”

What are values?



Example values

Acceptance	Safety	Service	Empathy	Independence
Family	Beauty	Connection	Support	Patience
Inner strength	Fulfilment	Happiness	Creativity	Winning
Power	Leadership	Loyalty	Honesty	Fairness
Achievement	Empowerment	Spirituality	Order	Community
Freedom	Challenge	Consistency	Trust	Harmony
Integrity	Fun	Health	Dignity	Wisdom
Respect	Learning	Nature	Hope	Growth
Adventure	Compassion	Structure	Passion	Kindness
Friendship	Gratitude	Courage	Wealth	Individuality
Joy	Love	Home	Equality	Curiosity





How can we discover our values?



Why is it
important to
honour your
values?





How values can support the prevention of burnout

The Burnout Scale



BURNOUT



THRIVING

Powerful question

How well am I able to recover from the emotional demands of my role?

EMOTIONAL EXHAUSTION



HIGH ENERGY

Powerful question

How connected do I feel to what is important to me?

FEELING CYNICAL AND DETACHED



STRONG CONNECTION

Powerful question

How much value do I feel like I am adding?

FEELING INEFFECTIVE AND NOT ACHIEVING GOALS



FEELING EFFECTIVE AND CAPABLE

Overwhelming Emotional Exhaustion

Are any of my values being 'overplayed'?

Which of my values do I need to pull on right now?

How might I show my values to myself?

If I could jump forward in time 20 years, what would the 'future me' tell me to do?

What do I need to be role modelling for the people I care about?

Values work helps us to clarify, focus on and take committed action to meet our individual needs.

Feelings of cynicism & detachment

What is most important to me?

What gives me joy?

Who do I need to spend time with?

Which of my 'values buttons' has been pressed?

What do I need to let go of?

Values work helps us to reconnect.

Personal sense of ineffectiveness and lack of accomplishment

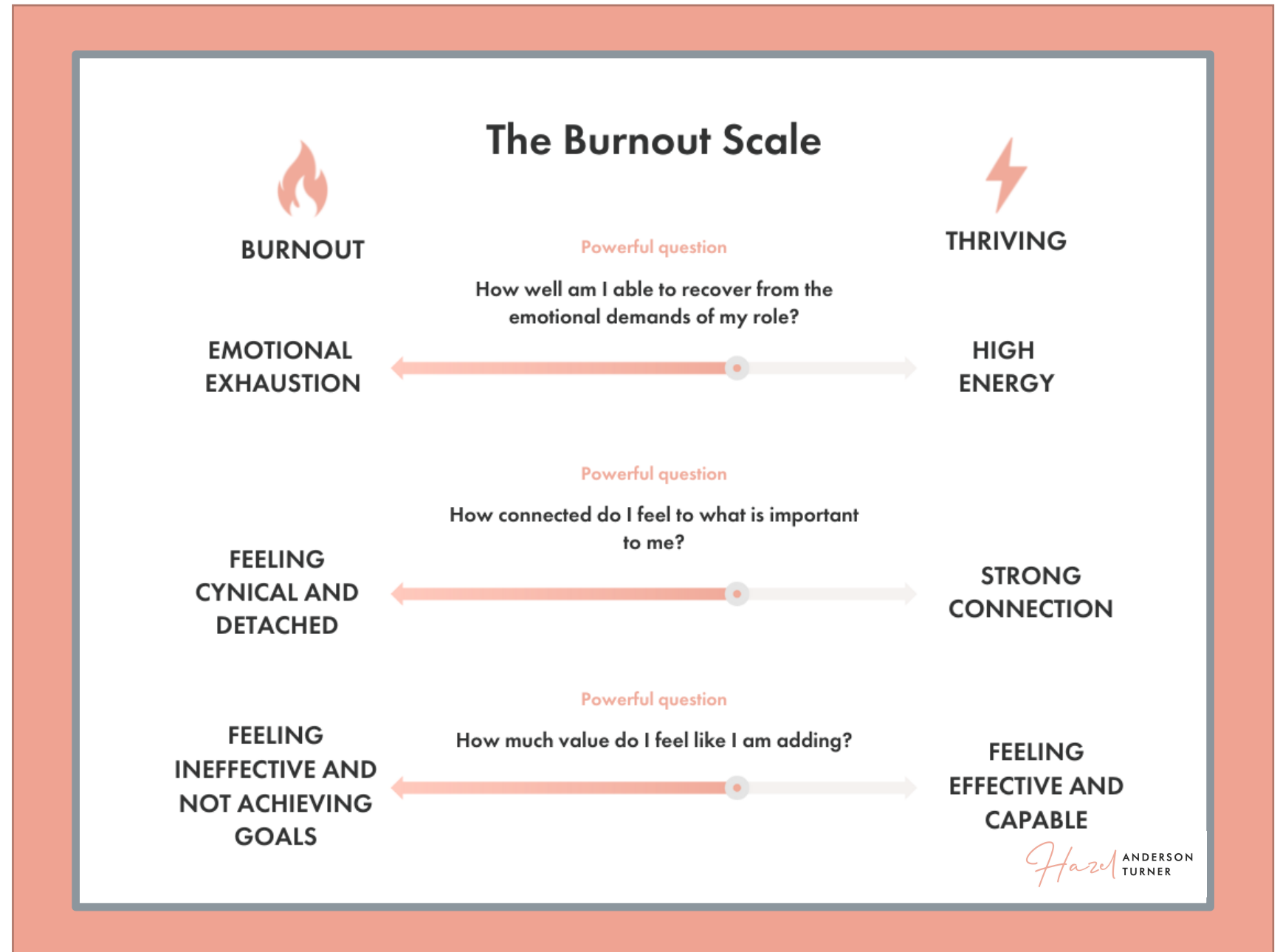
In what ways AM I contributing?

What does success look like through the lens of my values?

What would a values-based goal look like for me?

Values work helps us to connect with being more than our job or what I do for others.

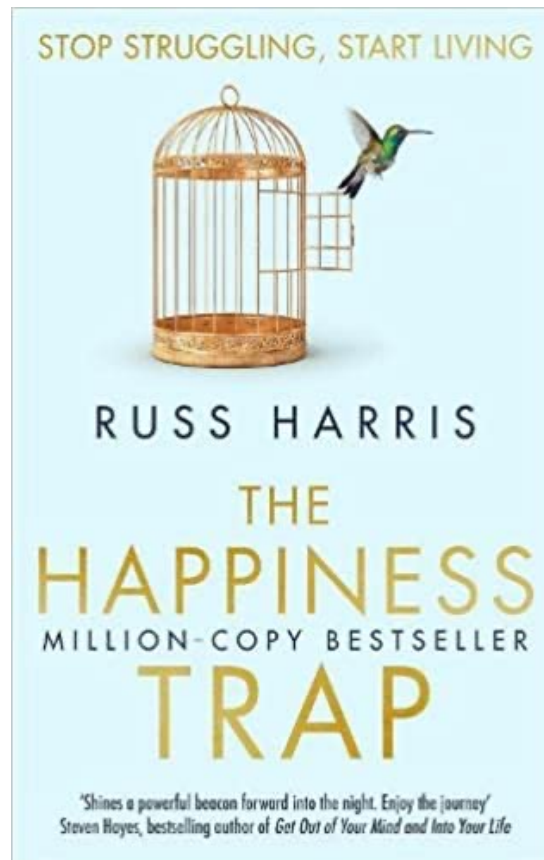
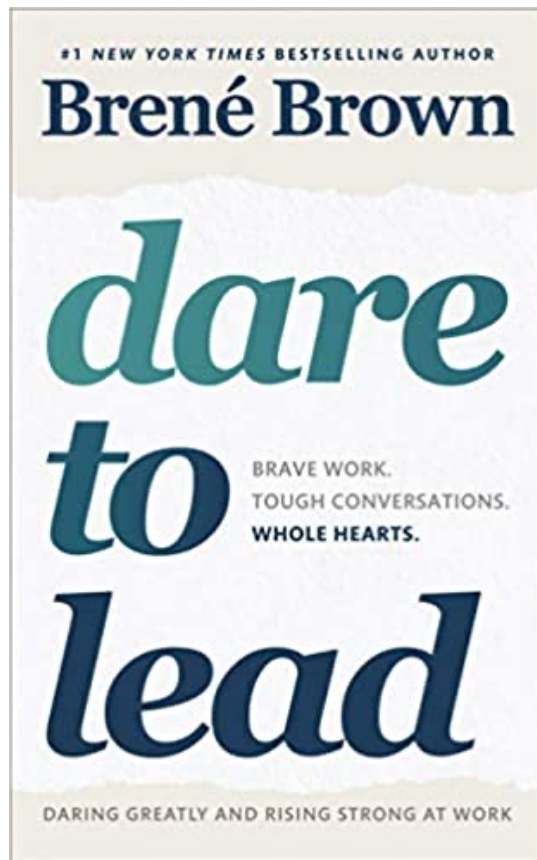
How values
can help us
take small
steps in the
right
direction



Values activity

1. Choose one the elements of the burnout scale.
2. Mark yourself out of 10, 10 being thriving, 0 being burnout.
3. Imagine moving yourself 1 place up the scale, from say a 3 to a 4 or 6 to a 7.
4. Which of your values could support you to do this?
5. What's a small action you could take today that would help you to make that move?





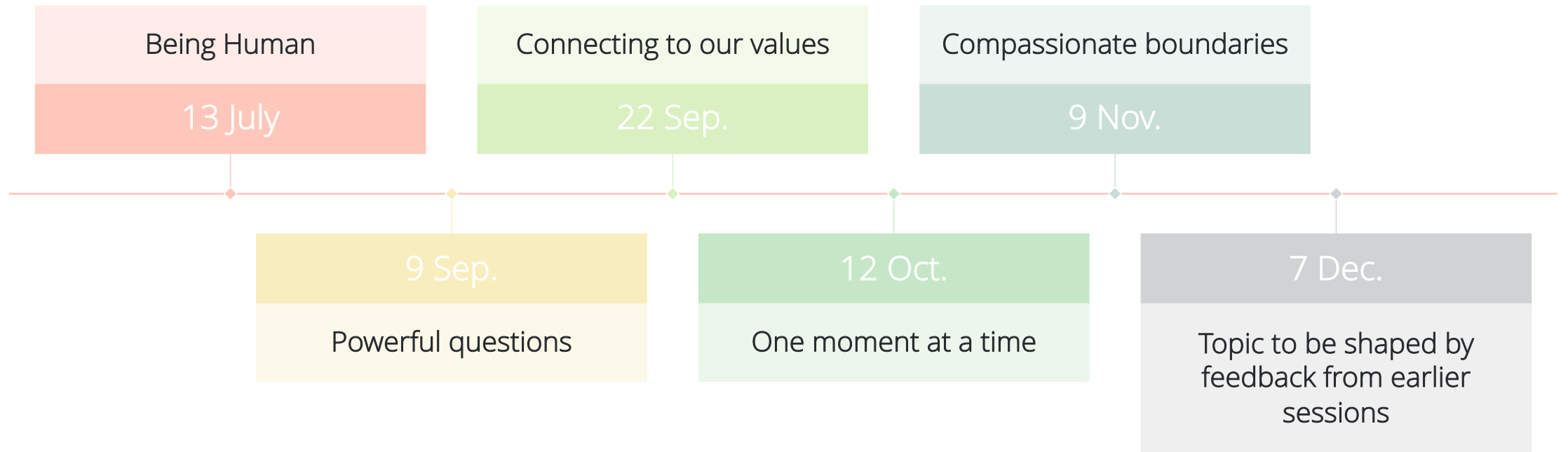
How identifying your values can help you to create the life you really want to live

Resources

hazelandersonturner.co.uk

Hazel ANDERSON
 TURNER

What's next?



Hazel ANDERSON
TURNER

CONTACT ME

07919 406909

hazel@hazelandersonturner.co.uk

hazelandersonturner.co.uk

