

# Conversations on Burnout

## Webinar 5: Compassionate Boundaries

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**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



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# 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**

"Daring to set boundaries is about having the courage to love ourselves even when we risk disappointing others."

- BRENE BROWN

**Boundaries are a part of self-care. They are healthy, normal, and necessary.**

Doreen Virtue

"Love yourself enough to set boundaries. Your time and energy are precious and you get to decide how you use them. You teach people how to treat you by deciding what you will and won't accept."

ANNA TAYLOR  
writer

**NO.**

**IS A COMPLETE SENTENCE.**

ANNE LAMOTT

Boundaries are basically about providing structure, and structure is essential in building anything that thrives.

HENRY CLOUD

Boundaries are a clear understanding of what's ok for you and what's not ok for you. There's no way that you can be truly genuinely deeply compassionate and generous towards somebody if they are violating your boundaries at the same time  
-Brene Brown

# Boundary challenges

I check my emails in evenings and weekends so I feel like I can never really switch off

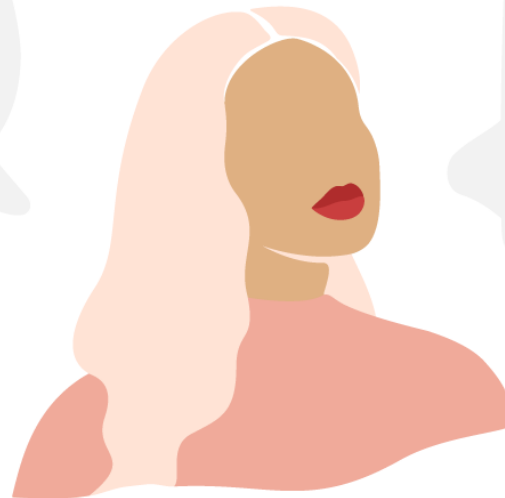
It feels like I am always in meetings, I never have any time to get my work done

I seem to spend all my time supporting my team with the latest crisis

I'd love to go to a dance class but I never have time

I know I work too many hours, but I have no idea how to reduce this and get everything done

I get a lot of satisfaction from helping others so it's very hard for me to say no to someone



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# How do boundaries help us to be OK?

- Compassion - Brenè Brown found that the most compassionate people she interviewed over the last 13 years were also the most boundaried.
- Energy management – Showing up as the best version of ourselves requires us to have sufficient energy.
- Needs - Having our own needs met is essential for our wellbeing.
- Self-trust/self-efficacy – feeling as if we are able to cope with, and take action to respond to, whatever life throws at us.

# Why is it so hard?

Because we feel as if we are not enough

Because we believe that people who say yes are more likely to get promoted

Because we feel guilty when we put ourselves first

Because we can't imagine how it could be any different

Because we are scared of rejection

Because we care

Because we feel responsible for making other people happy

Because we are human beings

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# Boundaries reframe

“Boundaries enable me to care for others/my work AND care for myself.”

“Every time I set and hold a boundary, I show myself that I respect myself. I remind myself that I matter.”

“Boundaries help me to save me from myself.”

An illustration of a nightstand scene. A hand is pulling the red cord of a lamp with a red shade. To the right is a red alarm clock with yellow bells. Below the clock is a stack of books. The background is dark blue with white stars. A semi-transparent dark grey banner is overlaid across the middle of the image.

# Setting boundaries - an example

# Getting more sleep



# Where do you need boundaries most?

- What is it that you want to be different?
- If I could wave a magic wand and create a rule that would prevent you burning out, what would it be?



# 10 steps to setting boundaries

## Self-awareness

- 1 Reframe boundaries
- 2 Identify your values and your needs
- 3 Clarify what's ok and not ok

## Prepare, prepare, prepare

- 4 Set simple rules
- 5 Identify the behaviours you need to practice
- 6 Be clear on your derailers
- 7 Plan ahead and find systems that work for you

## Make it happen

- 8 Learn to respond skillfully
- 9 Sit with the discomfort
- 10 Practice makes progress

# What's ok and not ok?

- It's ok to work the occasional evening to catch up, it's not ok to work every evening and weekend.
- It's ok to be flexible and work extra hours when needed, it's not ok that I work on my non-working day.
- It's ok that I'm asked to cover when others are sick, it's not ok that I keep missing out on time with my family.





# Prepare, prepare, prepare

Simple Rules

What's the smallest and easiest thing you could do?

Behaviour 'tweaks'

Which of your behaviours do you most need to change?

Derailers

What are your weak spots?

Systems

How can you take 'you' out of the situation?

# Top tips for saying no (or at least not an Immediate yes)

- Pause – give yourself a chance to respond rather than react.
- Ask questions - get clarity on what you are saying yes to and the parameters.
- If you say yes, what are you saying no to? If you say no, what are you saying yes to?
  
- “Let me **check** and come back to you”.
- ”I can’t right now **because** I have a supervision scheduled, let me check my diary and come back to you”.
- “I’d be happy to do that, but **it would mean** that I can’t do this other priority task until tomorrow, are you ok with that?”.
- ‘At the moment **my priority** is getting ‘this priority task’ done by the end of the day, **I have some time** on Thursday if that would help?’.
- “I’m wondering **if there is someone else** in the team who has more capacity/would welcome a learning opportunity”.
- “So, you would really like it done before next week’s meeting, I really enjoy being helpful but am fully committed for the next few days, **what are our options?**”

# 10 steps to setting boundaries

## Self-awareness

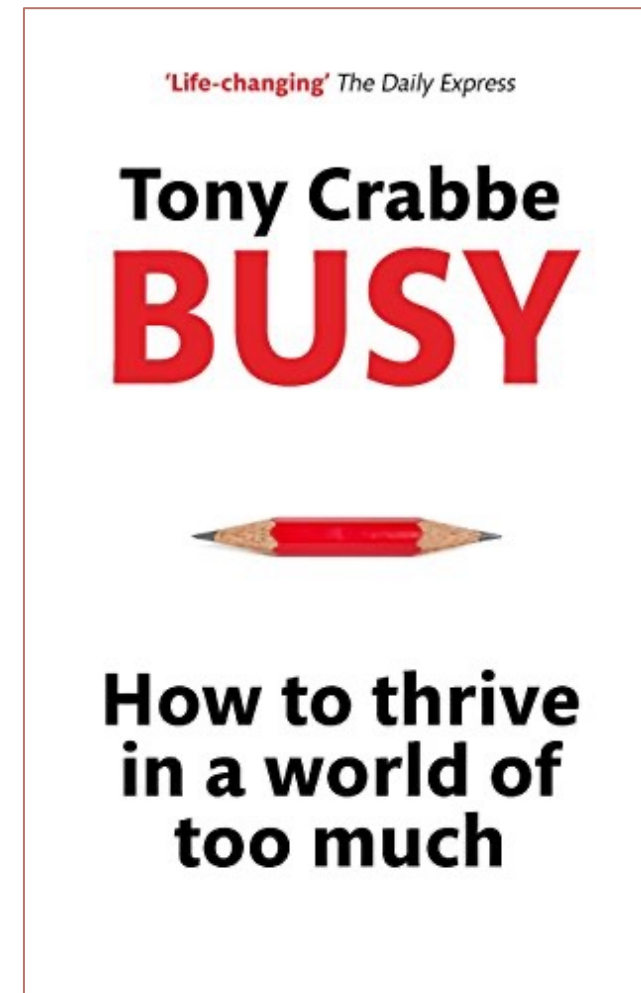
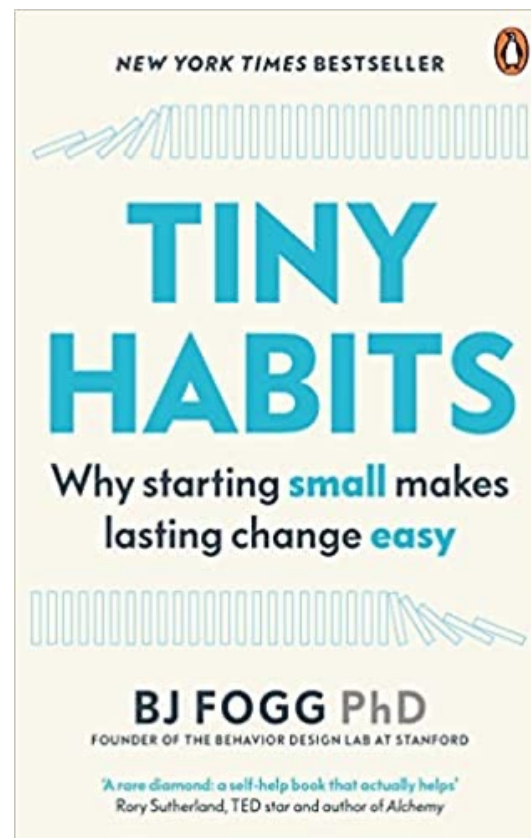
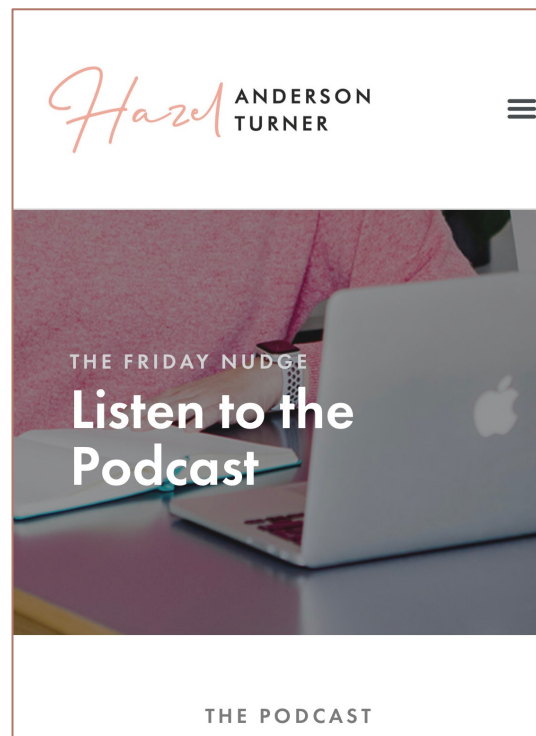
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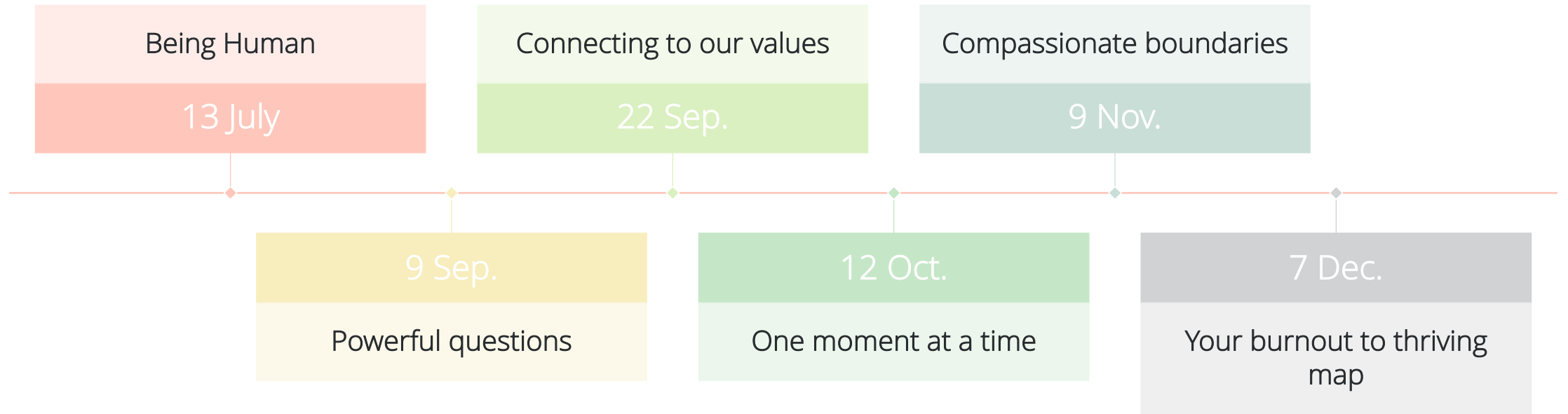
# Resources

[hazelandersonturner.co.uk](http://hazelandersonturner.co.uk)

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# What's next?

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