

Conversations on Burnout

Webinar 6: Your Burnout Map

Hazel ANDERSON
TURNER



Who are we?

Hazel ANDERSON
TURNER



**Hazel
Anderson-
Turner**

Business Psychologist
ICF Professional Certified
Coach



**Stephen
Brunt**

Leadership facilitator and
coach
Workplace relationship
specialist



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

What is burnout?

“Burnout is a syndrome conceptualised as resulting from chronic workplace stress that has not been successfully managed”.

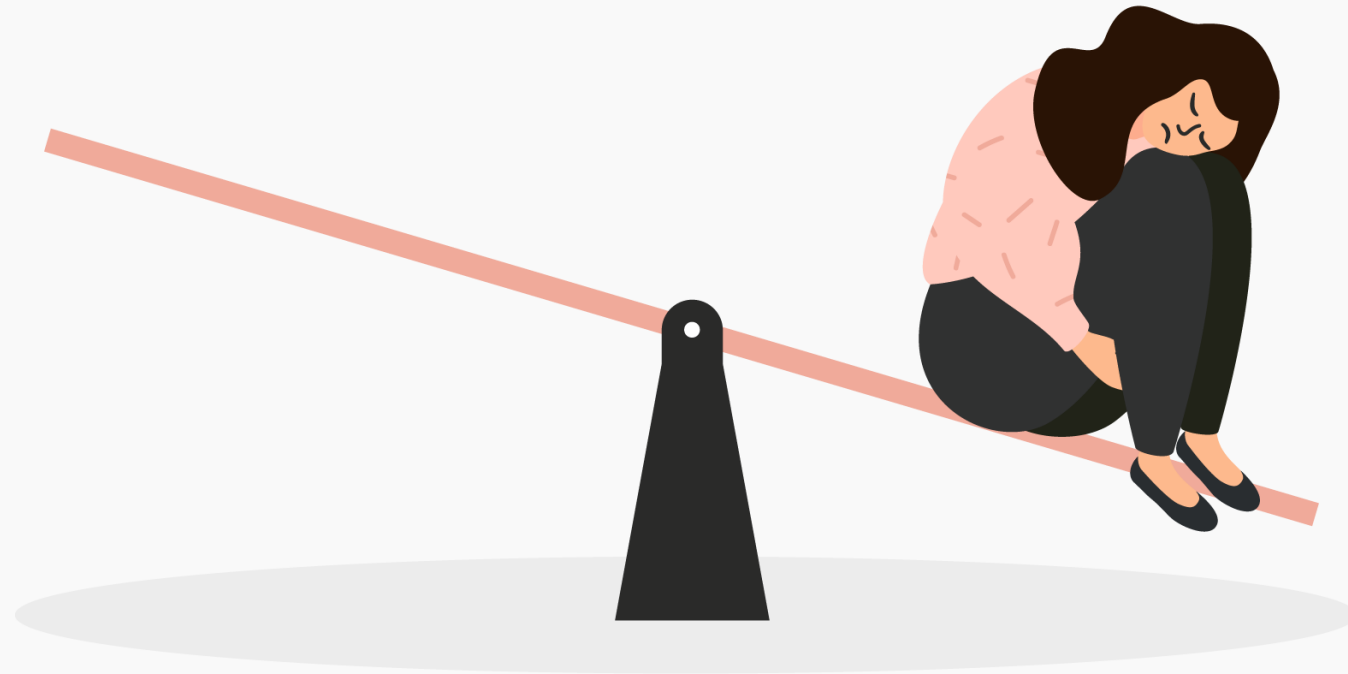
World Health Organisation



Burnout occurs when the demands of our roles outstrip our resources

Resources

Reward
Support
Recovery



Job Demands

Workload
Values conflicts
Low control

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



What helps prevent burnout?

Body

Activity

Rest

Nutrition

Sleep hygiene

Hydration

Love/hugs



What helps prevent burnout?

Mind

Meditation/
mindfulness

Joy/positivity/
gratitude

Nature

Journaling



Self-compassion

Tech-free time

Coaching/therapy

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What helps prevent burnout?

Context

Community/
connection

Control what you
can control

Values-based
activities

Change your context

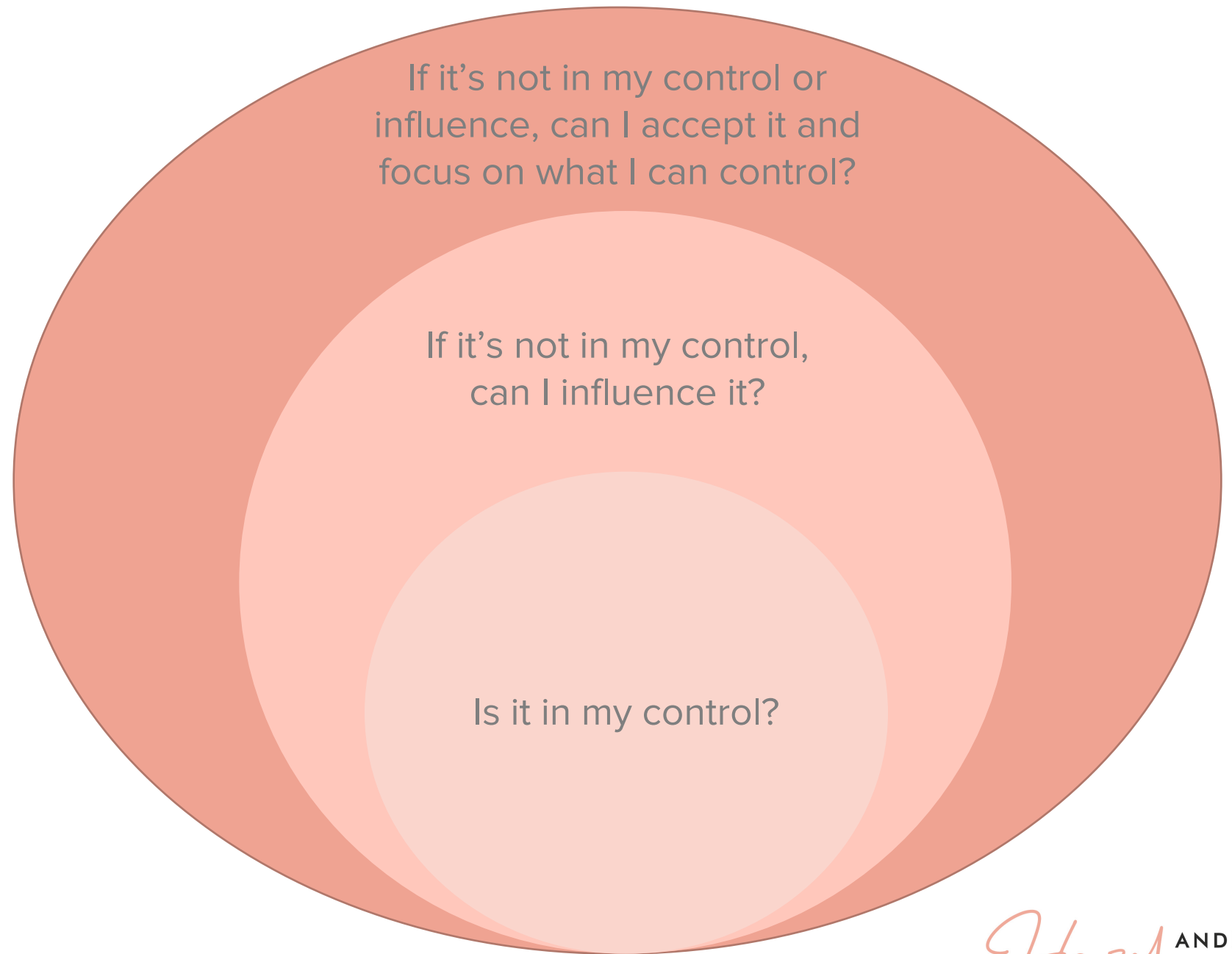


Decrease workplace
demands

Resolve relationship
and role conflicts

Boundaries

Covey's circles of influence



Your burnout map



Burnout



Thriving

✓ What might you be saying, doing or feeling?

✓ What might you be saying, doing or feeling?

✓ What might you be saying, doing or feeling?

What moves you towards burnout?

✓ Things that others do

- What/who is triggering my stress response?
- Where is there conflict in my roles?
- What demands are being placed on me?

✓ Things that I do

- Which 'overplayed' strengths are tripping me up?
- What am I saying to myself?
- What is stealing my attention?
- What am I not doing?

What moves you towards thriving?

✓ Things that others do

- What little things make a difference?
- Who does it help to spend time with?
- What support do I most value?

✓ Things that I do

- What boundaries do I hold?
- How do I talk to myself?
- How do I look after myself?
- What do I prioritise?

Action plan

Reflect on the midpoint between thriving and burnout.

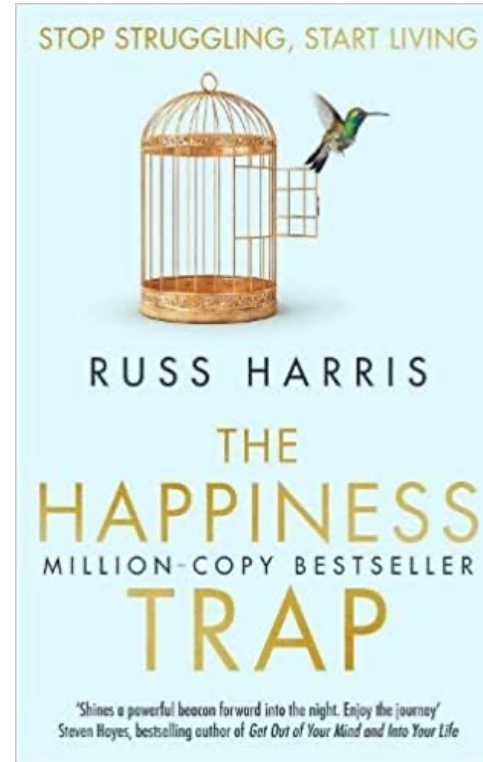
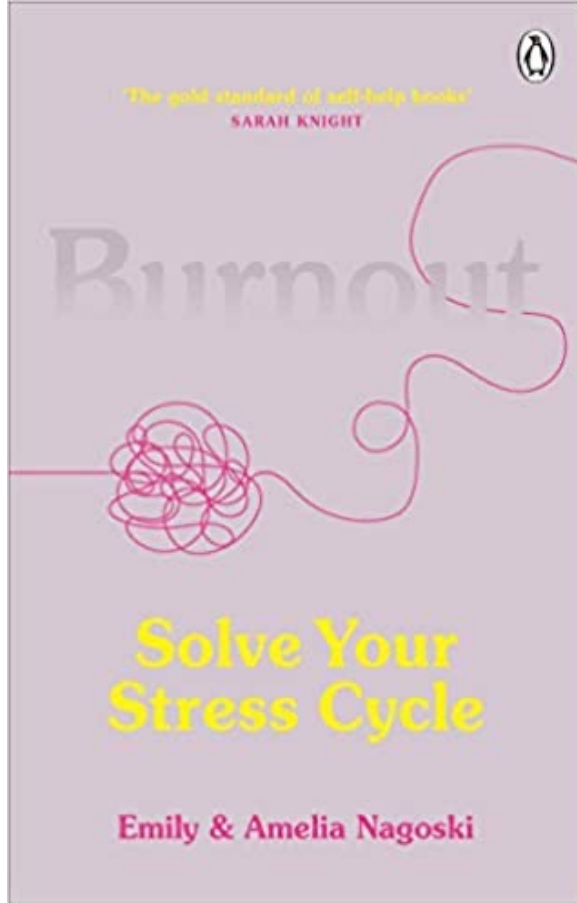
If you reached this point, what would you need the most?

What advice would you give a colleague who reached this point?

What actions could you take if you reached this point?

One action I commit to take if I reach this point is:

The best way other people can support me is:



Resources

hazelandersonturner.co.uk

Hazel ANDERSON
TURNER

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TURNER

CONTACT ME

07919 406909

hazel@hazelandersonturner.co.uk

hazelandersonturner.co.uk

