

BANISHING BURNOUT

Management Training

2026

Rules of Engagement

- Be present
- Operate from a culture of kindness
- All ideas are welcome
- Confidentiality - WISHISH
- Listen from the filter of possibility
- Stretch yourself
- **HAVE FUN**

Tackling Turbulence

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What is Burnout?

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

It is characterized by three dimensions –

- Feelings of energy depletion or exhaustion
- Increased mental distance from one's job, or feelings of negativism or cynicism related to one's job
- Reduced professional efficacy

Strategies for Preventing Burnout

As a supervisor?

As a team member?

Self-Care Strategies

- The Usual Stuff
- The Box
- Boundaries and breaks
- Staying Motivated
- Happiness Advantage
- Post Traumatic Growth
- Five Senses
- Go device free for a few hours



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FACE

F= Focus on what you can control

A = Accept what you cannot control

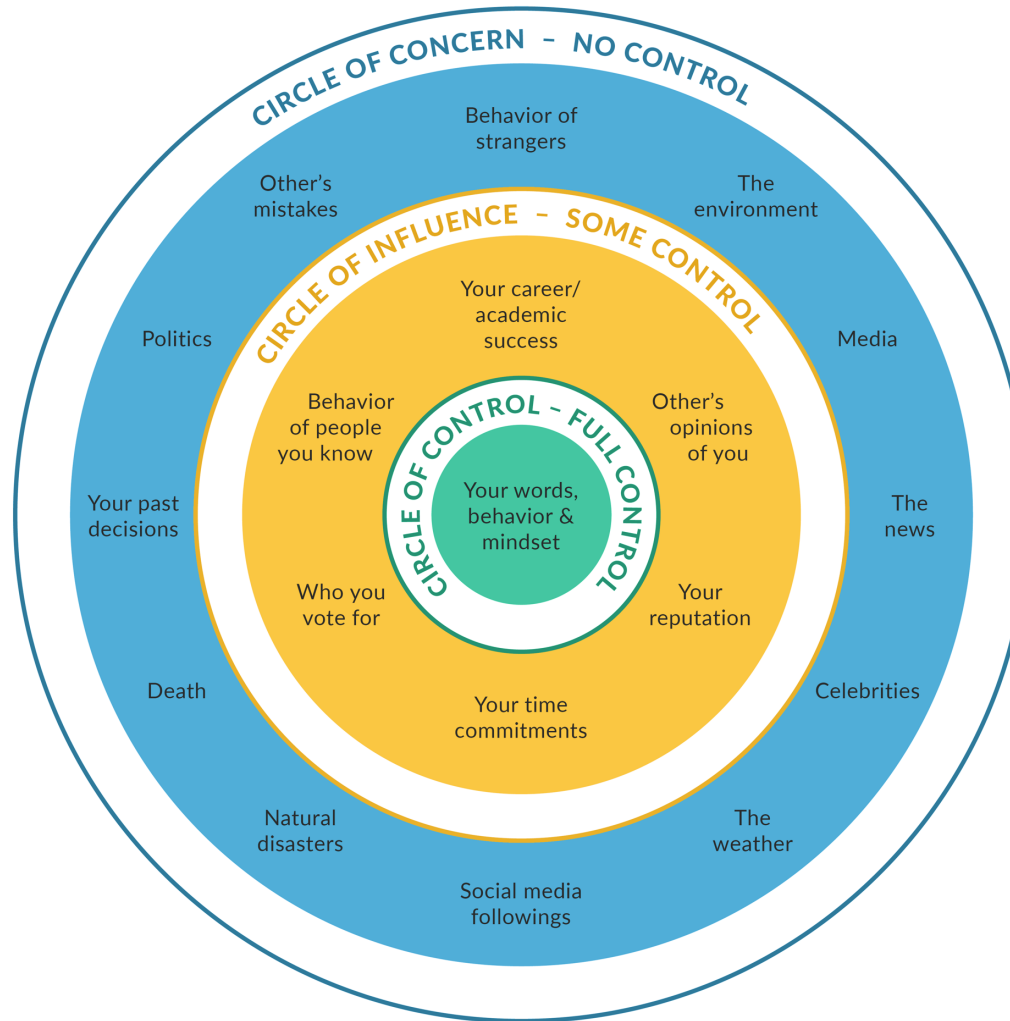
C = Come back to the present moment

E = Engage in actions guided by your values



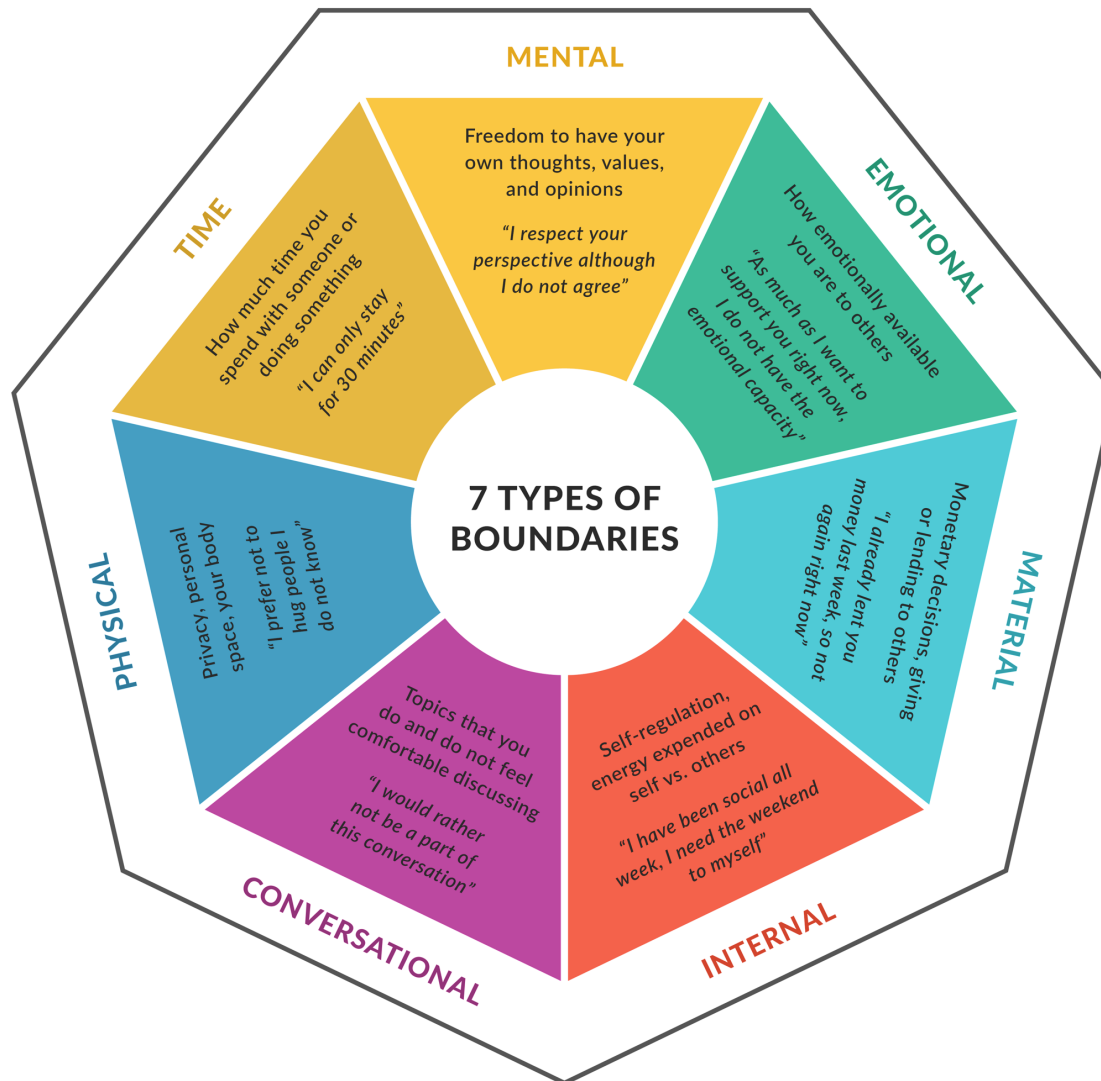
Boundaries and Breaks

SPHERES OF PERSONAL CONTROL



Covey, S. (1989). *The 7 Habits of Highly Effective People: Powerful Lessons in Personal Change*. New York, USA: Simon & Schuster.

PositivePsychology.com



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Motivation



- **Autonomy**
- **Mastery**
- **Purpose**

Raise Your Happiness Set Point



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Five Senses

The Five Senses Worksheet

Use this Five Senses Exercise as a simple, versatile way to evoke a mindful state wherever you are. The goal of this exercise is to practice being aware in the present moment throughout the day whenever formal mindfulness practice such as meditation or a body scan might not be practical.

It is simply a guide to help you or your client become attuned to the **five senses**.

Notice five things that you can see.

Cast your eyes around and bring your attention to five things you might not normally notice. Choose something you wouldn't ordinarily pay attention to, like a shadow or a small crack in the concrete.



Notice four things that you can feel.

Bring your awareness to four things you are currently feeling, like the texture of your pants, the feeling of the breeze on your skin, or the smooth surface of a table you are resting your hands on.

Notice three things that you can hear.

Try to tune in to the sounds of your surroundings. What can you hear in the background? This might be a bird singing, the low hum of the refrigerator, or the faint sounds of traffic from a nearby road.



Notice two things that you can smell.

Tune your senses into smells you might usually gloss over, whether they're pleasant or unpleasant. Perhaps the breeze is carrying the scent of pine trees if you're outside, or the smell of cafe from the sidewalk.

Notice one thing that you can taste.

Focus on one thing you can taste right now, in this moment. You can take a sip of coffee, savor some chocolate, eat something, notice the current taste in your mouth, or even open it to search the air for a taste.



DEVICE FREE ACTIVITIES

- Go to a movie
- Play a sport
- Make some art
- Get your haircut or nails done
- Read a good book
- Play games
- Take a dance break

Try a news fast



Raise Your Happiness Set Point



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What if you could...

- Be more productive
- Be more resilient and have less burnout
- Have less turnover on your team
- Create better results
- Be more successful
- Live longer (11.52 minutes for being here)

Building Resilience

- Gratitude
- Journaling
- Exercise
- Meditation and Breathing
- Acts of Kindness



Post Traumatic Growth and Games



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Physical

Stand up and
take 3 steps

Or

Make your
hands in to
fists and reach
as high as you
can for 5
seconds

Mental

Snap your
fingers exactly
50 times

Or

Count
backwards from
100 by 7 (100,
93, 86...)

Emotional

Look out a
window

Or

Look at a
picture of a
baby - human
or animal

Emotional



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Social

Send a thank
you text or
email
to someone
you care about

Or

Shake hands
with a neighbor
for six seconds

Want to Learn More?

- Julie Jakopic
- Julie@iLeadStrategies.com
- 703-201-6004

