Burn Bright, Not Out

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STRONGER ROOTS MID-TERM WORKSHOP

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Welcome, introduction



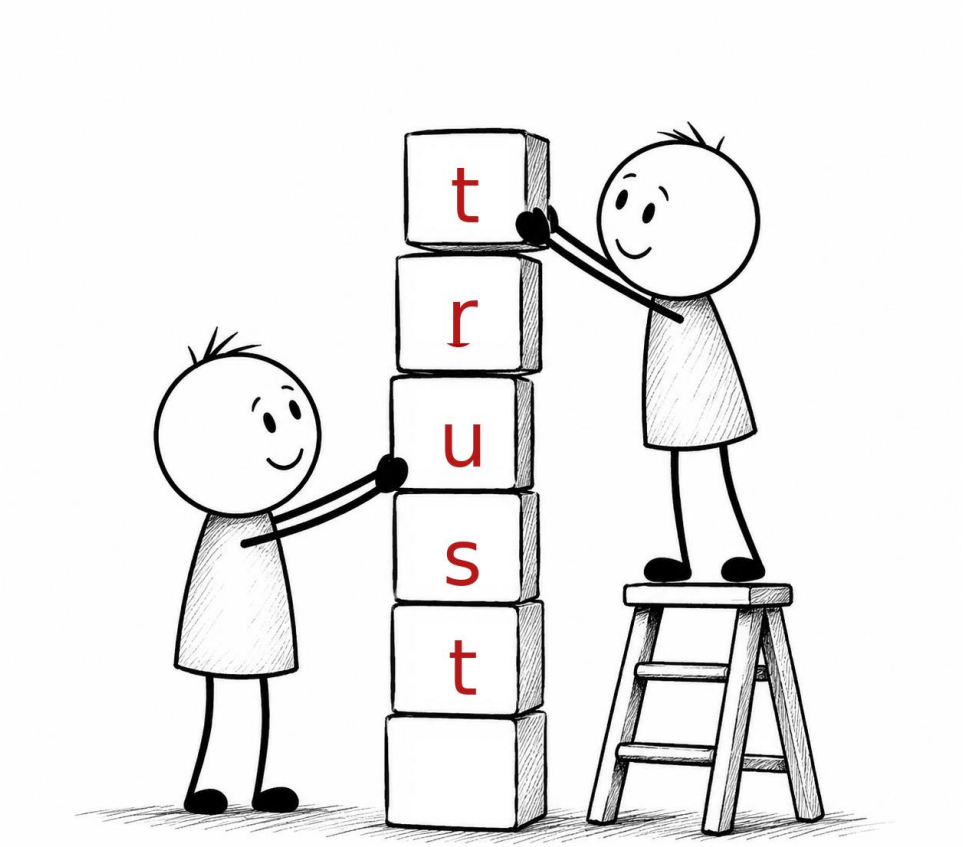




The most important element of this gathering







Burnout – what, who, how, why?

- What is burnout?
- What are the symptoms of burnout?
- Who can experience burnout?



Burnout – causes

Work-related causes	Life circumstances	Personality factors	Modern lifestyle
• too much work and too little time • constant availability (emails, messages, phone) • monotonous or meaningless work • conflict with colleagues or a manager, or a toxic environment • lack of recognition • job insecurity or financial pressure • work without opportunities for rest or holidays	• long-term childcare responsibilities • caring for a partner or parents • chronic stress at home • financial problems • breakup, loss or conflicts • lack of support • loneliness	• perfectionism • high expectations of oneself • need to control everything • difficulty saying “no” • guilt when resting • trying to please everyone	• too much information and social media • too little sleep • constant comparison with others • not enough screen-free time • pressure to always be productive

Burnout – symptoms

Psychological / mental	Physical	Emotional	Behaviour and relationships
• fear or reluctance to go to work or carry out everyday responsibilities • lack of interest or motivation • reduced sense of achievement or fulfilment • procrastination • feeling unable to cope even with everyday tasks, let alone new challenges	• exhaustion • chronic stress • irregular sleep patterns, insomnia • sudden and frequent health problems, from headaches and colds to more serious health issues such as heart palpitations, digestive problems, or mental health conditions such as anxiety and depression	• cynicism • irritability or anger • sudden and intense aversion to the activity or work being performed • feeling of hopelessness • increased anxiety, sadness	• feeling that one should isolate oneself from others • cancelling plans and events • putting off responsibilities • increased use of alcohol, caffeine or other forms of escape • loss of interest in things one used to enjoy

Burnout – feelings and needs

- How do I feel?
- What do I need?



Burnout – coping and prevention strategy

Area	Goal	Practical steps
Stop long-term overload	*Reduce pressure on the body and mind*	Fewer responsibilities, breaks during the day, limit multitasking, slow down the pace, avoid being constantly in “work mode”, find meaning in everyday activities
Restore basic biological needs	*Stabilise energy and the nervous system*	Regular sleep, physical activity, regular meals, less caffeine/alcohol, screen-free time
Set boundaries	*Protect your own energy*	Learn to say “no”, stop being constantly available, separate work from free time, do not take on all the responsibility, focus on your strengths and enjoy them
Bring recovery back into your life	*Restore psychological wellbeing*	Nature, hobbies, physical activity, music, rest without performance, spending time with people, creativity
Do not ignore emotions	*Process inner pressure and stress*	Conversations, meditation, therapy, writing down thoughts, becoming aware of your own limits and needs
Change long-term patterns	*Prevent burnout from returning*	Less perfectionism, a realistic pace, regular rest, sustainable lifestyle, awareness of the present moment

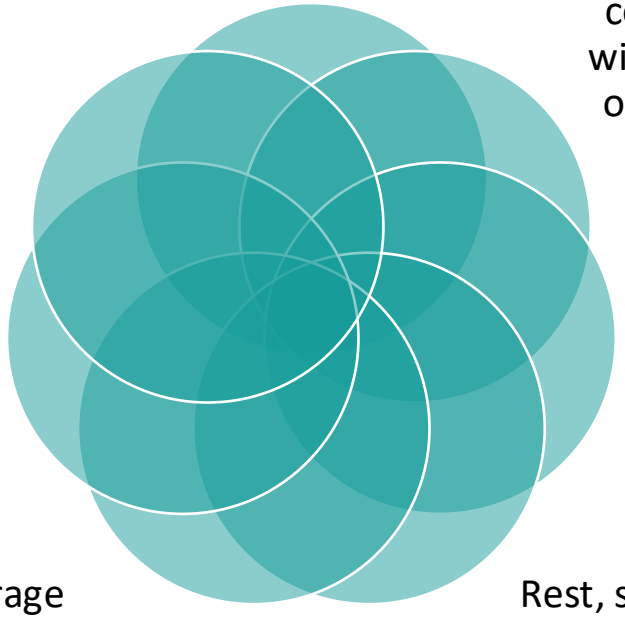
Burnout – how to help

Notice warning signs such as isolation, severe fatigue or hopelessness, and do not ignore a worsening condition.

Create a safe and peaceful environment without blame, conflict or guilt.

Offer to talk together, read, meditate

Listen without pressure, be present and take the person's condition seriously, without minimising it or saying things like "it will pass".



Help create healthy boundaries and respect the need to switch off, rest and not be constantly available.

Reduce pressure and expectations, help with responsibilities and do not push for a quick return to performance.

Be patient and understand that recovery from burnout can take weeks to months.

Gently encourage seeking professional help without pressure or minimising mental health difficulties.

Rest, sleep, physical activity and a regular routine without criticising the need for recovery.

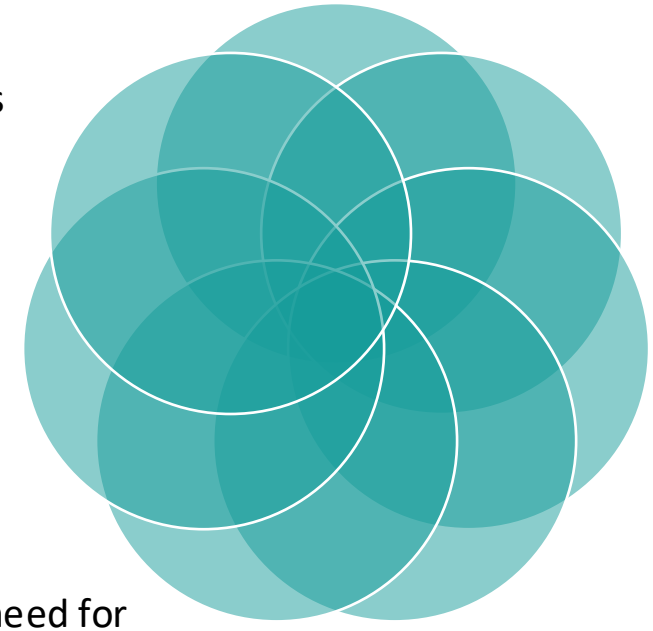
Burnout – “after burnout”

After burnout, a person may be more sensitive to stress, pressure and conflict than before.

Burnout does not have to weaken a person — it often teaches them to understand themselves, their limits and their needs better.

They often need more peace, rest and clear boundaries.

Accept differences



Support should focus on a sustainable long-term routine, not a return to an extreme pace.

They may change their priorities and place greater value on health, relationships and balance rather than performance.

Notice signals and symptoms

Caution or the need for rest is not laziness, but an attempt to prevent burnout from returning.

They may no longer want to function constantly “at maximum” or push beyond their limits. It is important to respect their pace, need for recovery and personal space.

Conclusion

Write down your insights, your plan,
and the knowledge you have reached



Share your AHA moment



Do not hesitate to ask for support



Questions



Thank you



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