



BURNOUT

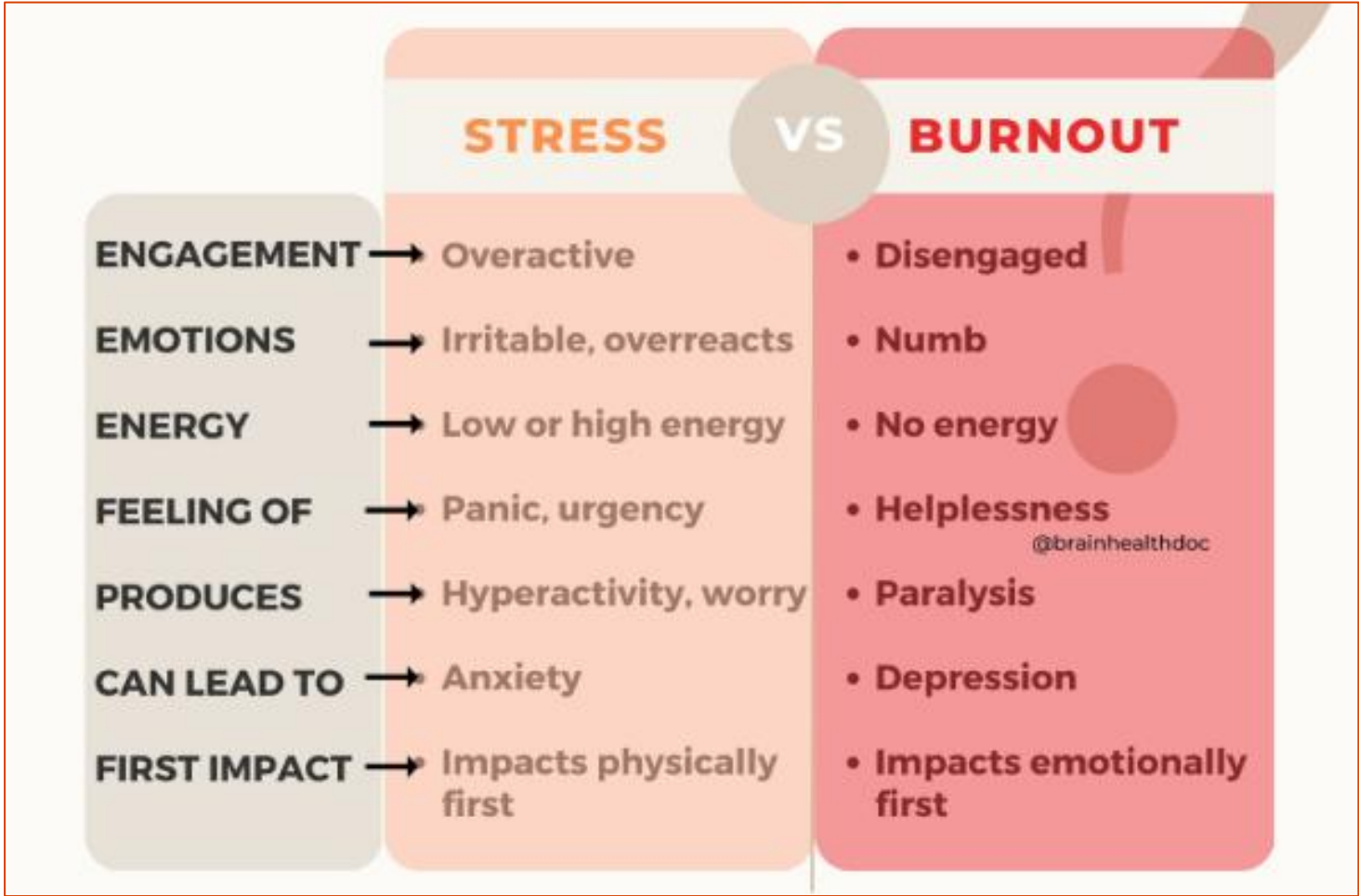
The Silent Attack on the Everyday Person!

December 2025

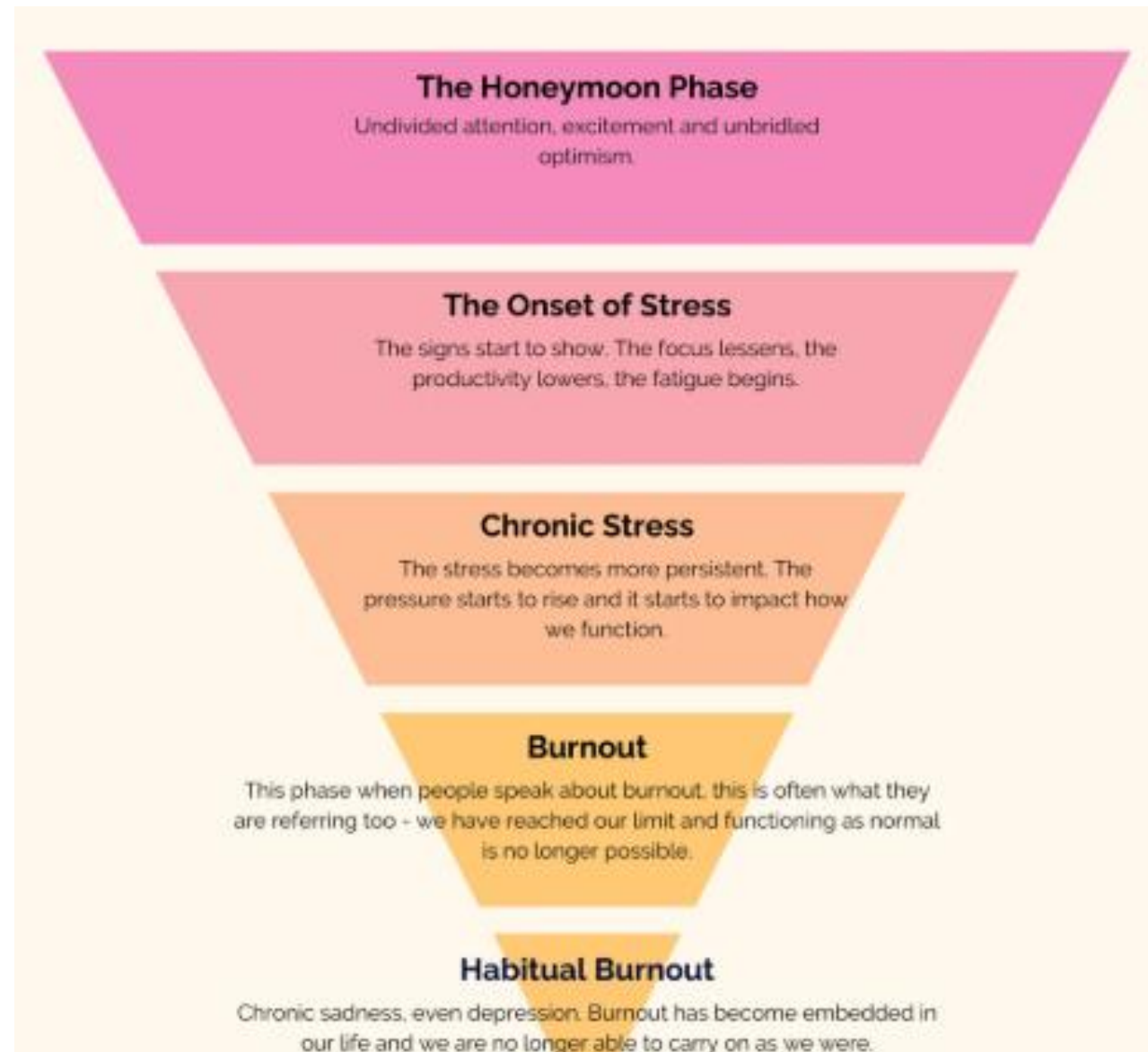
Wellness is not a state of being it is a state of action.



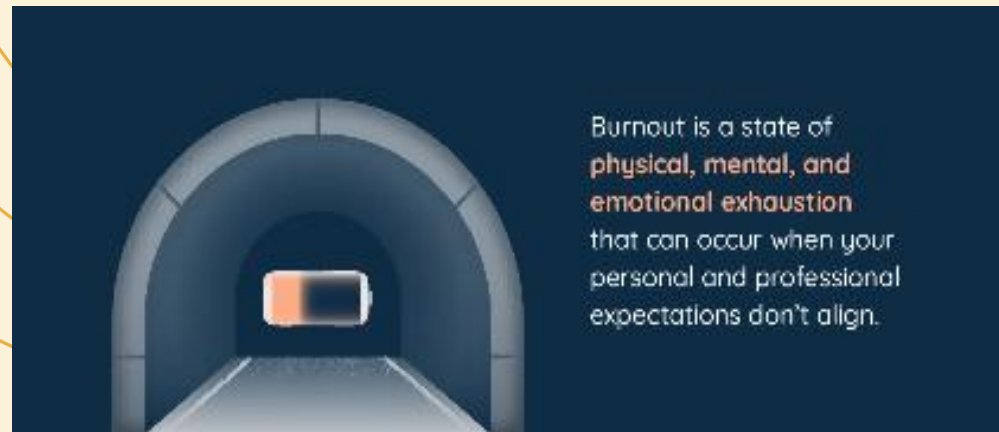
Stress Vs. Burnout



Five Stages of Burnout



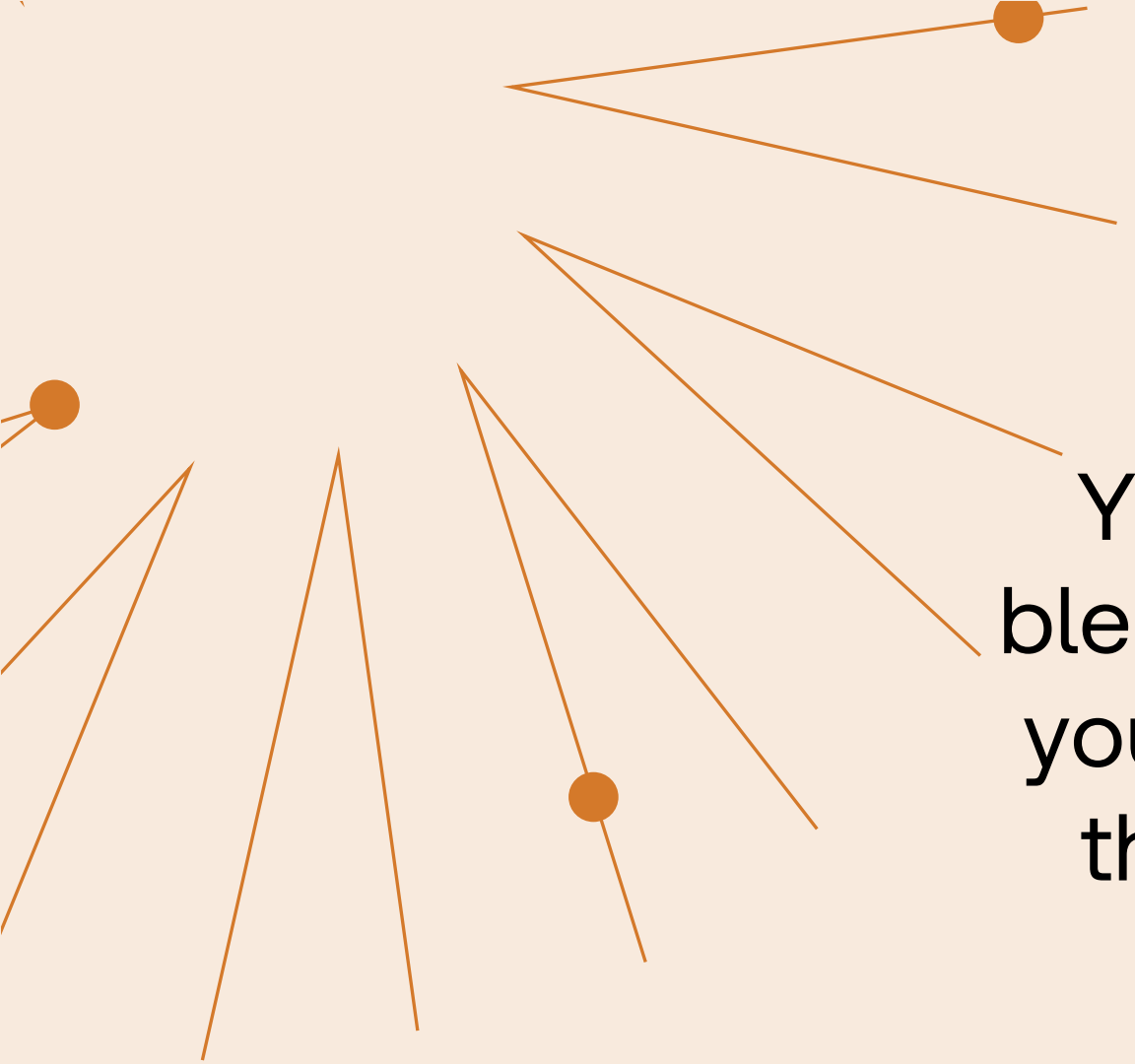
Emotions are tunnels. If you go all the way through the them, you get the light at the end.



Exhaustion happens when we get stuck in an emotional (tunnel).

Emotional Exhaustion

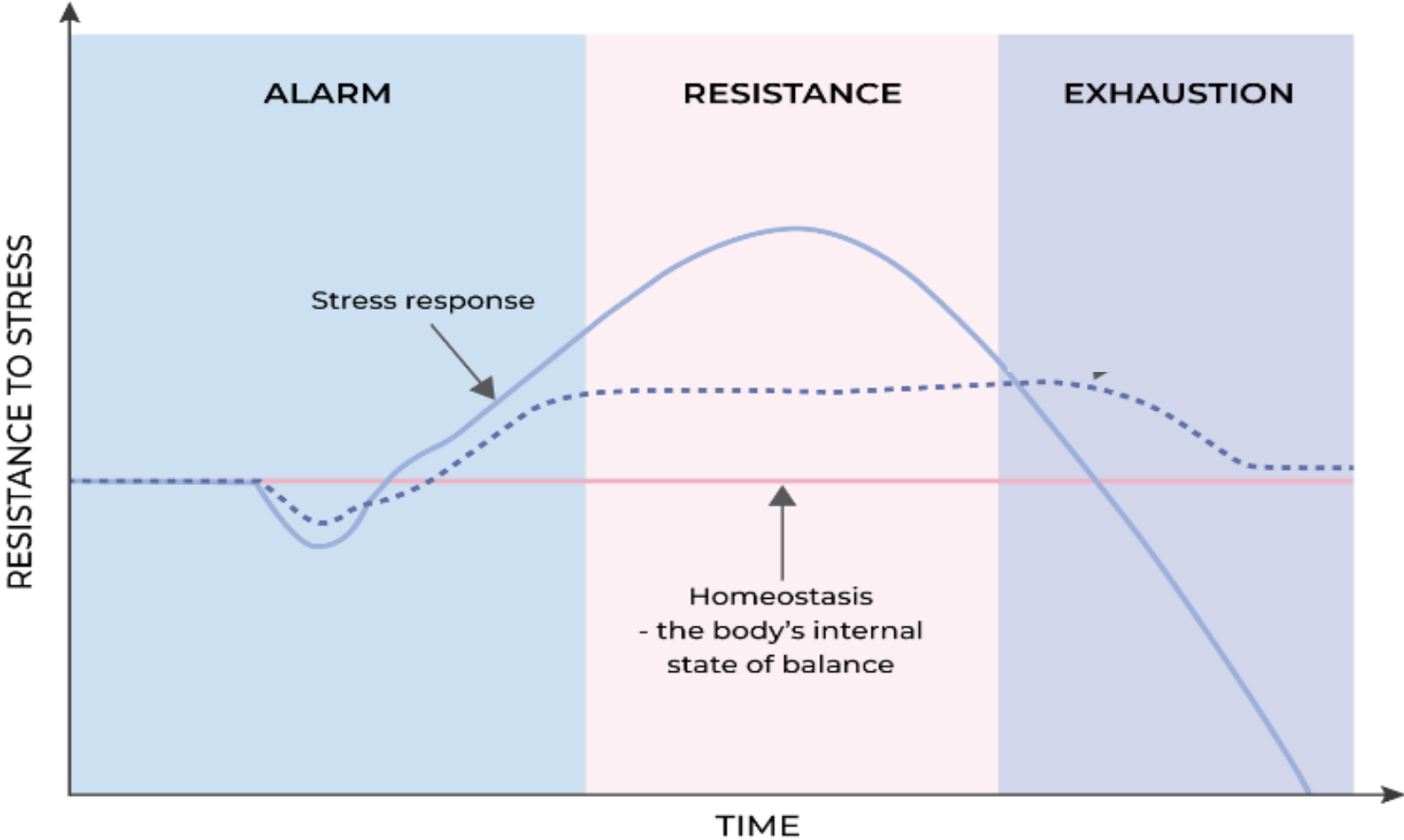
- Emotional Exhaustion
 - Fatigue from caring too much
- Depersonalization Exhaustion
 - Depletion of empathy, caring, and compassion
- Decrease Sense of Accomplishment
 - An unconquerable sense of futility (nothing makes a difference)



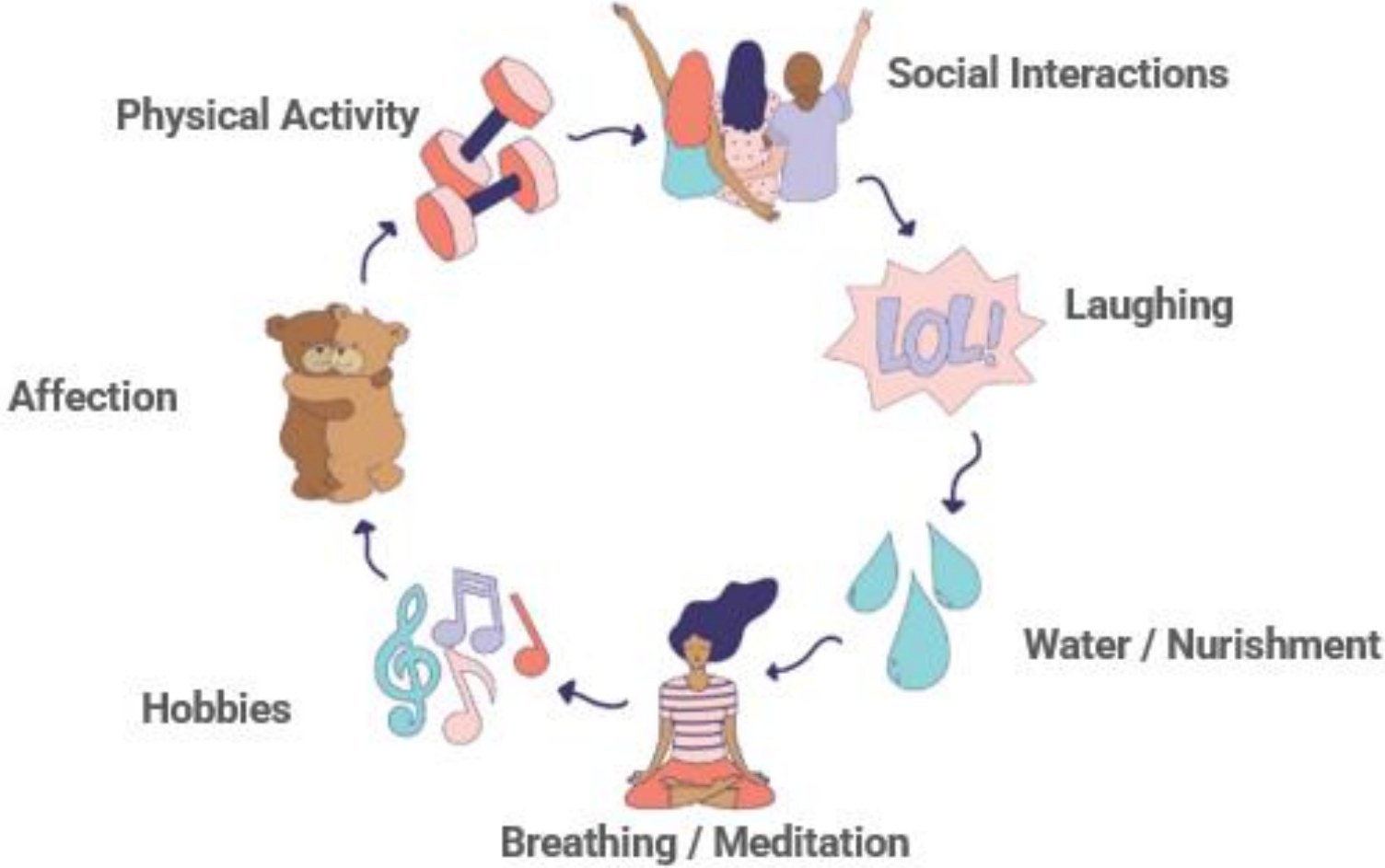
You may be able to control the bleeding (stressors) but eventually you will need to determine where the bleeding (stress) is coming from and fix it.

-Burnout-

Stress Response



Complete the Stress Cycle



You experience stress every day thus why would you not make time to complete your stress cycle every day?

Completing your stress cycle should be “scheduled” just like other daily items.

“To be well is not to live in a state of perpetual safety and calm, but instead to move freely from a state of adversity, risk, adventure, or excitement, back to safe and calm and out again.”

-Burnout-

Uncontrollable vs Controllables

Getting caught-up in the non-controllables

Too much emphasis on the wrong thing... good intention but misdirected

How do we realign our priorities

One you can influence and one you can control

Letting go and what does it mean?

Your stress may not be caused by your stressor

Retention Factors

Positive Retention Factors	Challenges to Retention
Strong organizational safety culture	Burnout from high workload or under-resourced teams
Investment in ongoing training and certifications	Limited career advancement in smaller organizations
Clear career progression paths	Perception of EHS as a cost center
Recognition and support from leadership	Reactive rather than proactive safety environments
Opportunities for cross-functional collaboration	Lack of visibility or influence in strategic decisions
Integration with ESG and sustainability initiatives	Inconsistent regulatory support or enforcement
Competitive compensation and benefits	High-pressure environments with regulatory scrutiny

Burnout Toolbox

- Personal Monitor
- PIES
- Self Determination Theory
- Meaning
- Just do one thing
- Connection / trust
- Rest and Sleep
- Planful problem solving
- Productivity Tools
- Social Media
- Be First

Personal Monitor



WHAT YOUR GOAL IS



HOW MUCH EFFORT IS
INVESTED IN THAT GOAL



HOW MUCH PROGRESS
IS BEING MADE



WHAT HAVE YOU DONE
PRIOR TO THIS
MOMENT? WILL POWER?

Brain “monitor” that decides to keep trying or to give up...

Your PIES not Their PIES

Physical

- Activity / Wellness / Fitness / Health / Sleep cycle / Water

Intellectual

- Continue to learn and grow in your own space
- Learning and interest in what others are interested in (podcasts, news, hobbies)

Emotional

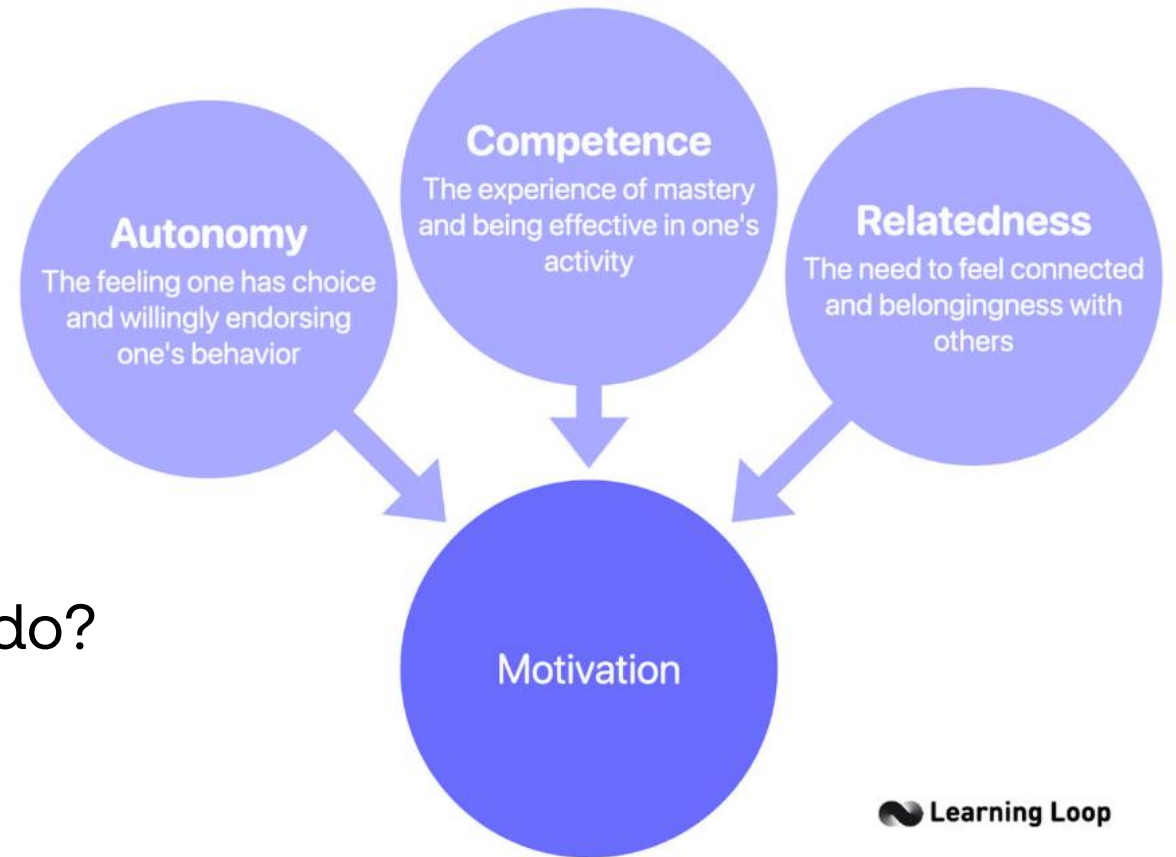
- Actions/words that evoke positive emotions
- Being in a good place with yourself – self work

Spiritual

- We need time spent each day with our spiritual practice
- Silence, meditation, breathing, or serving others,

Self-Determination Theory

- How are we “motivated” to do something?
- Intrinsic Motivation
 - What do you want to do?
- External Motivation
 - What do you feel you “have” to do?



Meaning and Meaningful

- Main element in promoting happiness and coping!
- Understanding the *meaning* of the struggle, the stress, the issue (etc.)
 1. Meaning isn't always "fun "
 2. Offers positive final value
 3. Meaning is not constant
 4. Meaning is good for you
- **Meaningful** - Moments of awe, self-loss, and wonder are very powerful builders of meaning. These are experiences when we feel connected to something much bigger.

Struggling between frustrated rage and helpless despair?



TAKE BACK THE CONTROL...
CHOOSE THE TIME TO GIVE UP OR
NOT TO GIVE UP!

Just do One Thing

- The more are experience being helpless the more we learn helplessness
- Unlearning helplessness by doing just one thing
- You don't need to fix everything, pick one:
 - Shower
 - Sleep
 - Eat
 - Clean

CARL ROGERS

The curious paradox is that when I accept myself just as I am, then I can change.


One small act of care leads to another!

Connect and Trust

- Understand who you are as a person
 - Introvert
 - Extrovert
- Connect with people to help yourself (and in-turn others)
- Boundary Setting

The belief that the people around us will reciprocate in proportion to what we give them is call “trust”.

**“Mental rest is not
idleness; it is time
necessary for your brain to
process the world”**



**“At some point, you
gotta let go, and sit
still, and allow
contentment to come
to you.”**

Elizabeth Gilbert

– Eat, Pray, Love

Planful Problem Solving

- Stressors you can control
 - Slows you down and allows you to think logically about the stressor and stress
1. Define problem and set realistic goals
 2. Determine alternative solutions to the problem
 3. Decide the best ideas
 4. Execute the solution and evaluate effectiveness

Productivity

- Ability to identify stress triggers and the negative outcomes
- Increase confidence
- Systematic approach that can be applied to most problems
- Allows for more creative problem solving (other solutions)
- Skills to manage emotions as they arise (vs. waiting)
- Reduction in avoidance tendencies
- Increased satisfaction in accepting the uncontrollable
- Avoids the instinct for quick fixes

Productivity

- What is the correlation between length of to-do list and productivity?
- 1-3-5 to do list method
 - 1- Big task that requires the most effort
 - 3 - Medium tasks that aren't overly demanding
 - 5 - Small tasks that are “quick and easy”

*At the end of your day or end of a block take a moment to evaluate the next 1-3-5 list and a plan to execute

Social Media and Dopamine

Addictive Feature	Description
Dopamine-driven rewards	Likes, comments, and shares trigger dopamine release, reinforcing usage.
Social validation	Platforms tap into our need for approval and connection, boosting engagement.
Variable rewards	Unpredictable feedback (e.g., viral posts) keeps users coming back for more.
Fear of Missing Out (FOMO)	Constant updates create anxiety about being <u>left out</u> , driving compulsive use.
Infinite scroll & design	Interfaces are built to keep users engaged without natural stopping points.
Peer comparison	Seeing curated lives of others can lead to unhealthy self-comparison.

Be First...

What self restricting habits have you formed and why?

- Can you challenge those habits and try something “new”
- Don't settle for a neutral life
- Be first and don't worry about being too much – it is okay to be first in your own life
- Are you living a full life or a neutral life?

Perfectionism is just another term for fear.

- Perfectionism is often rooted in underlying fears, such as fear of failure, judgment, or rejection, and it can manifest as a way to try and control those fears by striving for flawless execution.

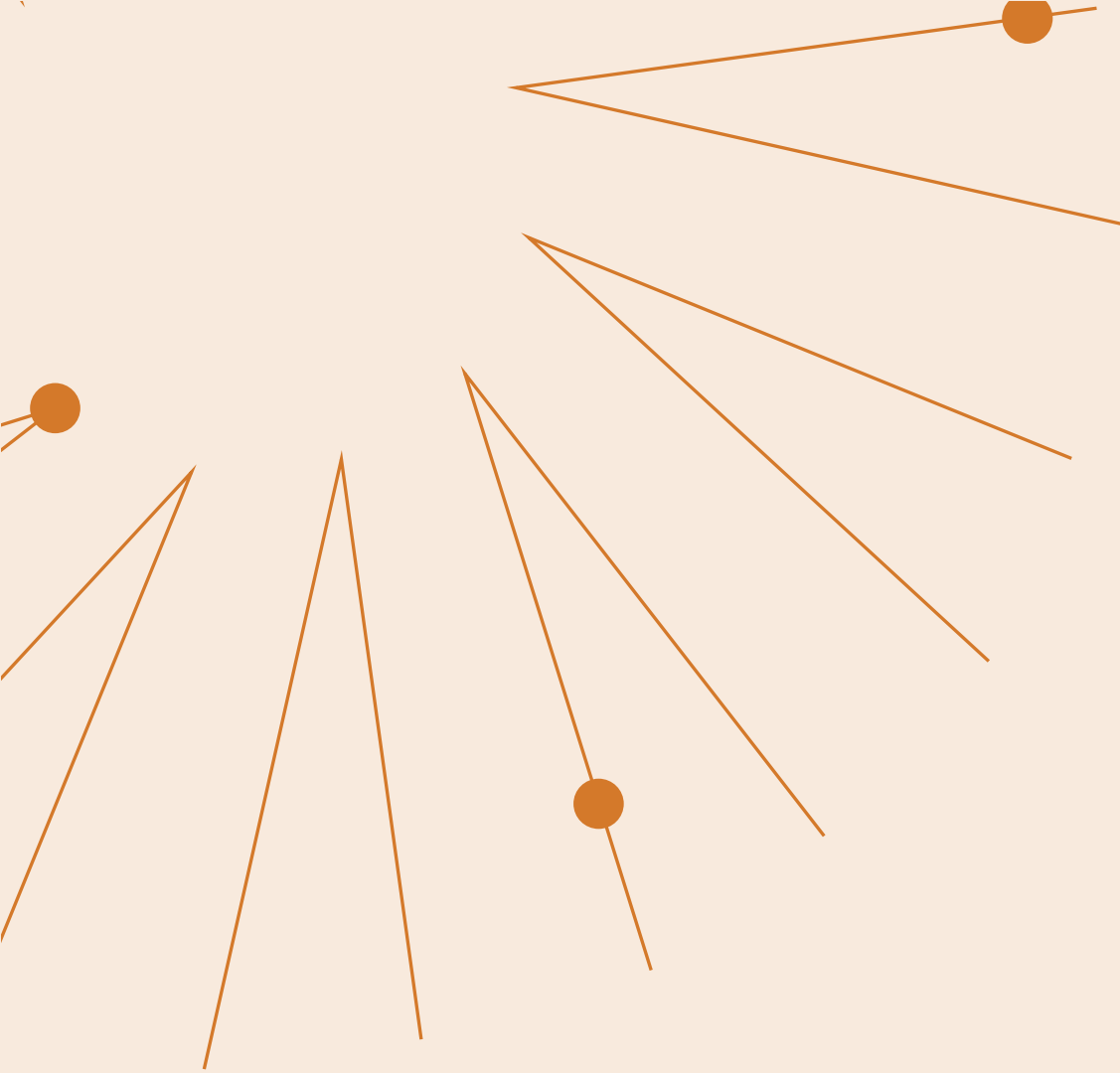
Be First...

The screenshot shows a mobile app interface for a calendar titled "Today". At the top, there is a filter button labeled "All" and a weather icon. Below the title is a calendar grid with days of the week (Mo, Tu, We, Th, Fr, Sa, Su) and dates (11, 12, 13, 14, 15, 16, 17). The date 11 is highlighted. Below the calendar, there is a list of tasks with their completion status and frequency:

- Social media: 0/1
- Save money: 0/1 (Frequency: 1 Day)
- Weekly Outfits: 1/2 (Frequency: 1 Week)
- Weekly Positive Card: 0/1 (Frequency: 1 Week)
- Weekly News: 1/4 (Frequency: 1 Week)
- Weekly Protein: 0/2
- Daily positive: 0/1 (Frequency: 4 Days)

The screenshot shows a mobile app interface with a list of tasks and their completion status:

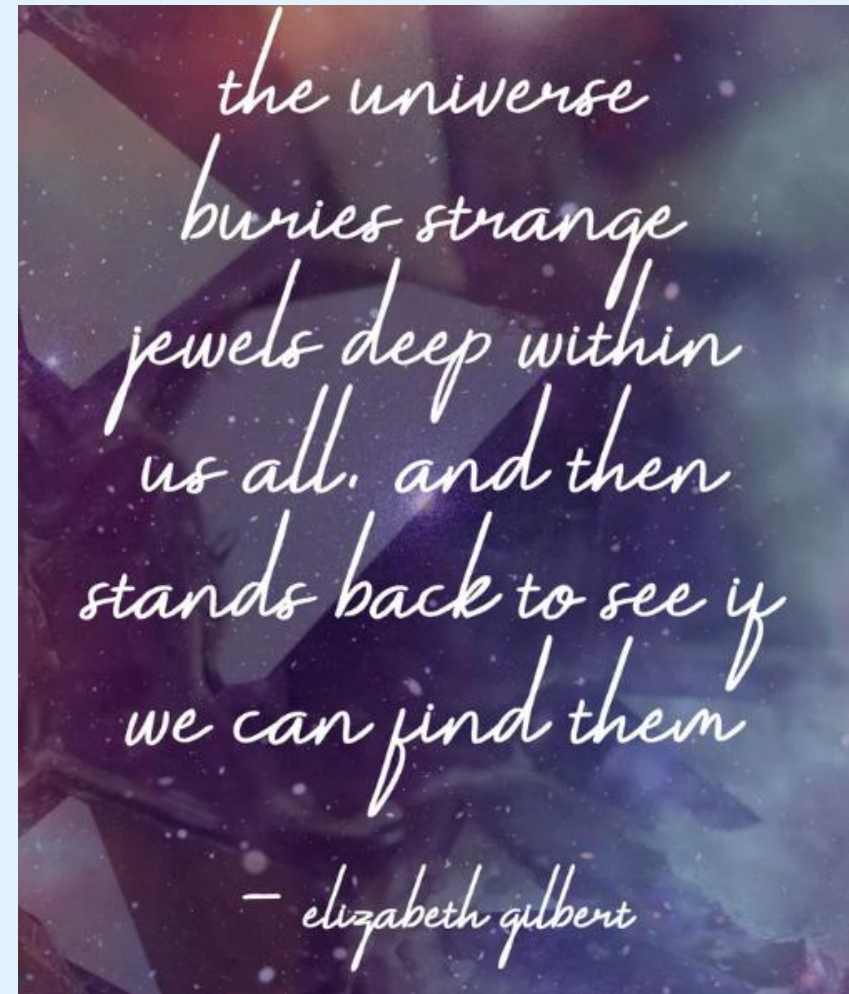
- Weekly Vitamins: 0/1
- Weekly Stretch: 0/2
- Weekly Workout: 0/5 (Frequency: 1 Week)
- Monthly Reading: 1/2
- Daily Meditation: 0/1



“You can measure your worth by your dedication to your path, not by your successes or failures.”

Recommended reading

- Burnout Book
- Setting Boundaries and finding freedom
- Let Them
- Big Magic
- Addictive potential of social media, explained – Stanford Med.
- Marriage Helper *PIES



**Thank
you!**