

**Burnout and the Ripple Effect:
Reclaiming Energy
to Restore Care**

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Burnout


“You keep using that word. I do not think it means what you think it means.”

- Inigo Montoya, The Princess Bride



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*What if Burnout
was not your enemy.*



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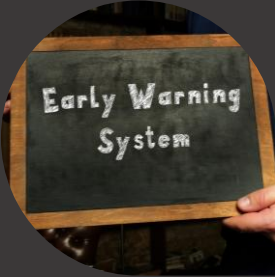


Emotions
are Signals


Motivation for
Action



4



Reframing Burnout:
“What is this
here to tell me?”



5

Quotes From Interviews – Commonality?

- “My boss never asked how I was doing, just if I got my work done.”
- “I was dependable, so they just kept piling \$h!t on.”
- “I wore an N95 for 12 hours while people complained about wearing one for 10 minutes.”
- “I was always there when they needed me. Funny how that didn’t go both ways.”
- “I kept quiet to keep the peace and lost my voice in the process.”
- “They scream at me like I make the policy.”
- “My promotion was a baptism of fire. I was out of my depth and when I asked for training, they suggested YouTube.”



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Burnout is not about workload.
It is often born from resentment.



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Diagnosing Burnout

Detecting Imbalance – Assessing Our Drives



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4 Drive Framework – Survival and Evolution



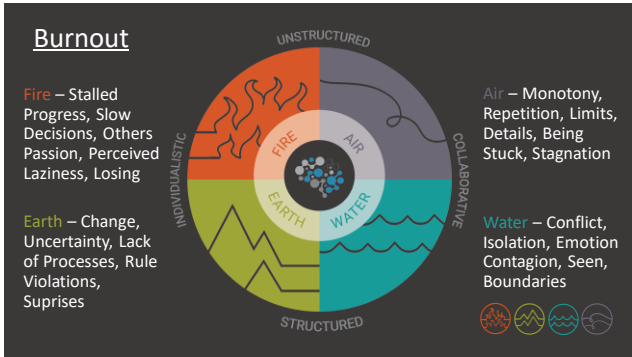
Acquire Defend Learn Bond



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Identity –
Who am I?



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Resilience –
Micro Adversities



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Gratitude –
Neural Pathways



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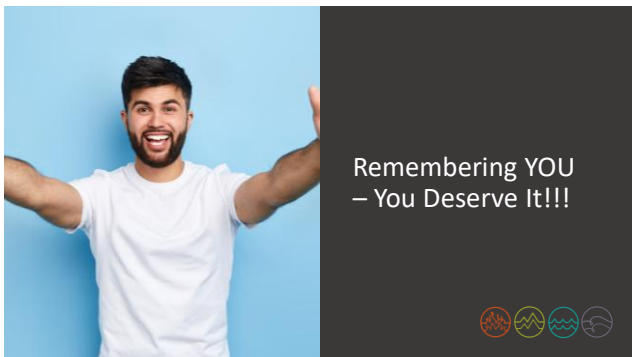
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Thank you!!!



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