

# FROM BURNOUT TO THRIVING

*worker well-being  
workbook*



**THE  
BRILLIANT  
LEAD**

# Hello!



I'm Sequoia, Founder & Chief Consultant of The Brilliant Lead LLC where we help changemakers practice wellness and build environments where people want to stay and thrive.

In this worker well-being workbook, I give you resources to enhance your wellbeing at an individual level. Some of you will find that the foundational knowledge provided in the resources is enough to begin your journey to workplace wellness. While others may decide that they want to dive deeper and receive the full 5 module course. Whatever your choice, I am honored that our paths have crossed and I wish you the very best on your healing journey.

With Heart & Gratitude,

*Sequoia Owen*

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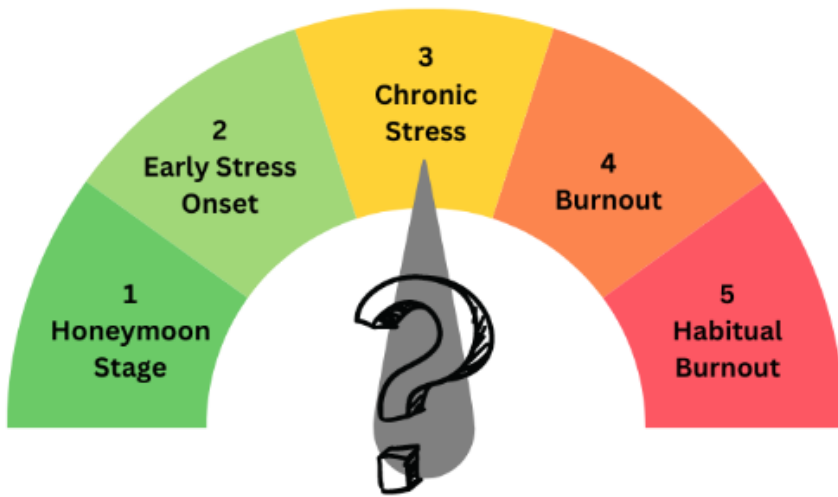
Section 1

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# Stages of Burnout



# Which Stage of Burnout are you experiencing?



Workplace burnout is a spectrum. Now that you've taken the burnout assessment, you know where you are and that will help you to know where you're going. Here is an overview of the stages below:

## STAGE 1: HONEYMOON

More often than not, you feel energized and productive at work. You're prepared to take on new tasks and are enthusiastic about how you can contribute to your organization's mission. This is the best time to develop a workplace wellness plan. No work is required at this time. If you would like to be preventative, you can begin with making a plan for healthy coping practices for when stress comes.



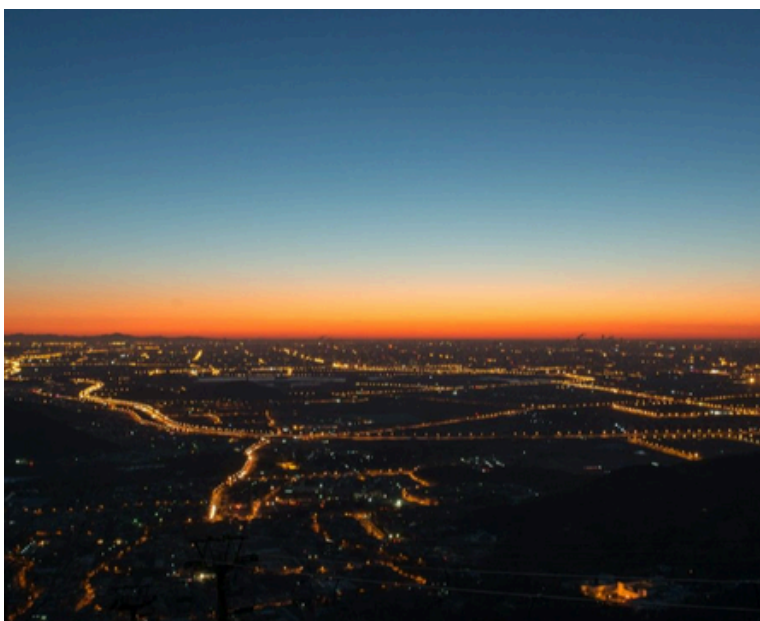
*Believe in yourself.*



## Which Stage of Burnout are you experiencing?

### STAGE 2: EARLY STRESS ONSET

You are just beginning to feel the pressure of stress on a regular basis. You may begin to feel a "slow down" in your focus and productivity during high pressure moments. Your work will begin at the top of the recovery pyramid with building healthy coping.



### STAGE 3: CHRONIC STRESS

You are looking for new ways to cope because it's taking longer to relieve the negative energy that lingers from your workday. Your week consists of more stressful days than not. You are beginning to see a consistent "slow down" in your focus and productivity which causes you to work longer and harder than normal. Your work will begin with replacing energy drains.

*Trust yourself.*



## STAGE 5: HABITUAL BURNOUT

You are living with deep feelings of anxiety or depression. Focusing is impossible due to the disabling effect of chronic mental and physical fatigue. This is emotional trauma and though you have a journey ahead, recovery is possible. A mental health professional will be an essential part of your recovery process.

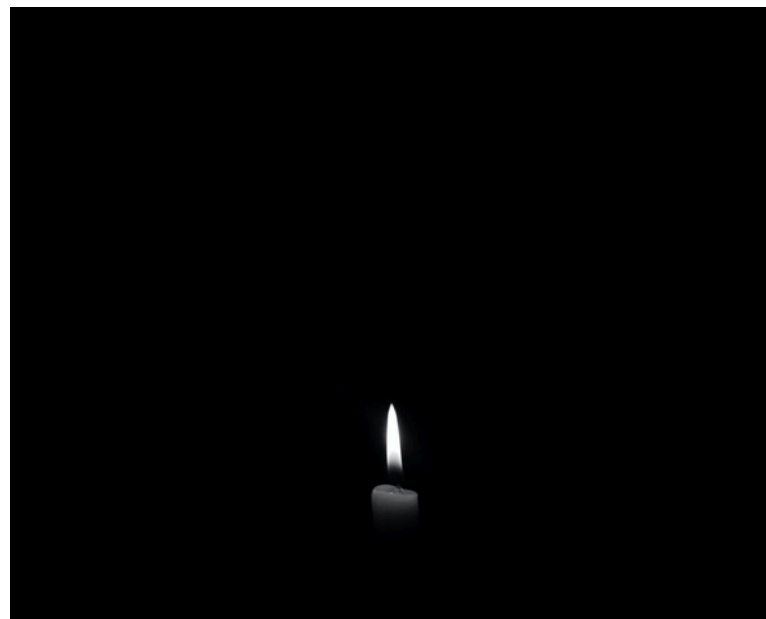
MENTAL HEALTH RESOURCES

*Be gentle with yourself.*

## Which Stage of Burnout are you experiencing?

### STAGE 4: BURNOUT

There is a noticeable change in your physical body and/or your mental state that wasn't there before. You may be beginning to doubt yourself and operate completely outside your norm. But all hope is not lost! Your work will begin at the base of the pyramid with reconnecting with self.





## Section 2

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# Beginning Your Work



# LEARNING MODULES

This workbook accompanies the free **From Burnout to Thriving** mini-courses which include two modules.

## MODULE 1

The First Step to Overcoming Burnout  
1. Session Takeaways

[VIEW MINI-COURSE MODULE 1](#)

## MODULE 2

How to Regain Your Passion & Energy  
1. Session Takeaways  
2. Reflective Practice

[VIEW MINI-COURSE MODULE 2](#)





# Module 1 Takeaways

## The First Step to Overcoming Burnout

- ✦ The first step to overcoming burnout is understanding what \_\_\_\_\_ and what \_\_\_\_\_.

Burnout is a state of emotional, mental, and often physical exhaustion brought on by prolonged or repeated stress in the workplace.

- ✦ Herbert Freudenberger is the psychologist who coined the term "burnout" and created a model that outlined it in \_\_\_\_ stages.
- ✦ High functioning individuals usually have a hard time identifying burnout symptoms because they have a habit of neglecting their \_\_\_\_\_ for short periods of time.
- ✦ If your stress levels have not exceeded your ability to cope, you are probably experiencing stage \_\_\_\_ or \_\_\_\_\_.



# Module 2 Takeaways

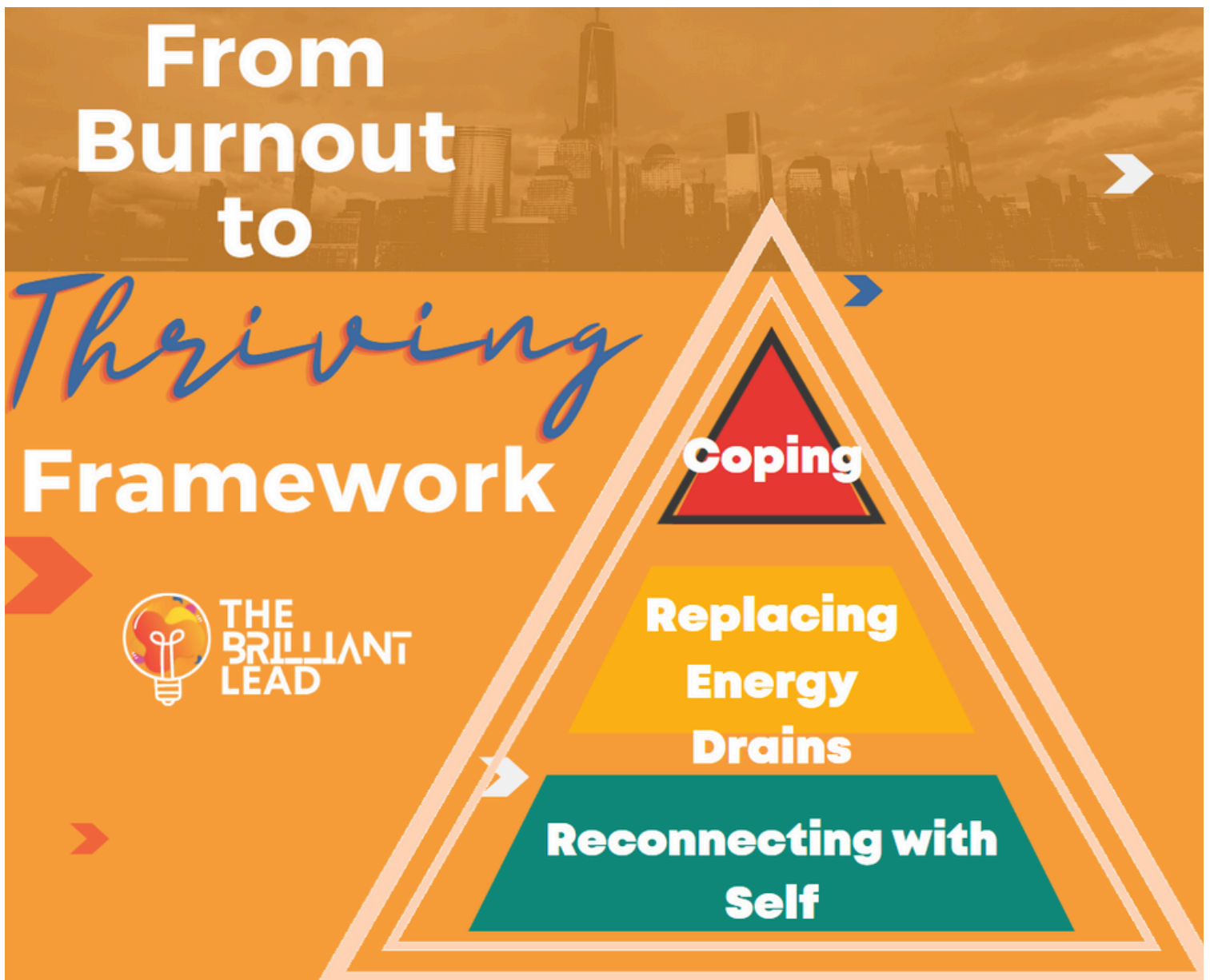
## How to Regain Your Passion & Energy

Emotional Trauma is extreme stress that overwhelms a person's ability to cope. Burnout is a form of emotional trauma.

- ✦ The traditional approach to dealing with burnout is \_\_\_\_\_. If we view burnout as trauma, we start to realize why this approach doesn't work for everyone.
- ✦ Deep levels of burnout begin to poke holes in our \_\_\_\_\_ and separate us from our \_\_\_\_\_. So it is important to build resilience by reconnecting with \_\_\_\_\_.
- ✦ Energy drains \_\_\_\_\_ your energy and passion. Some are \_\_\_\_\_-imposed and some are \_\_\_\_\_-imposed.
- ✦ Self-care generally works for people in stage \_\_\_\_\_ and \_\_\_\_\_. Healthy coping skills help us to develop a practice of caring for ourselves before we need \_\_\_\_\_.



Below is the recovery pyramid of the *From Burnout to Thriving* framework covered in Module 2.



# Reflective Practice

How can this trauma-informed, three-level approach to burnout recovery be applied to your professional life?

Take some time to reflect on the questions of each level of the recovery pyramid.



## FORTIFYING FOUNDATIONS

What lies have I begun to believe about myself after functioning in a state of overwhelm? In what ways can I take time out of each day to make room to reconnect with my inner self?



## REPLACING ENERGY DRAINS

What expectations have I allowed to take up too much energy in my workday? In what ways can I make those expectations or tasks more manageable and realistic?



## HEALTHY COPING

Are my current ways of coping numbing or refilling me? How can I take better care of myself on a regular basis before it rises to the level of emergency?

# Wellness Comes in Two Parts

## PART ONE: KNOWLEDGE

Putting words to your workplace wellness experience can provide a sense of validation and empowerment. Module 1 & 2 is designed to give you the language needed to identify where you are and provide a clear path toward your desired level of well-being.

## PART TWO: PRACTICE

Self-awareness is a muscle that can only be cultivated with experience. Now it's your turn to observe your automatic behaviors through the lens of newly acquired knowledge, unlearn damaging routines that prevent wellness, and practice new habits that support thriving until they become second nature.

*You've Got This!*



# Your thriving life is calling



Come alongside me as I break down each level of the recovery pyramid and go through in-depth, practical techniques that you can apply to your practice through Module 3, 4, & 5 on-demand courses.

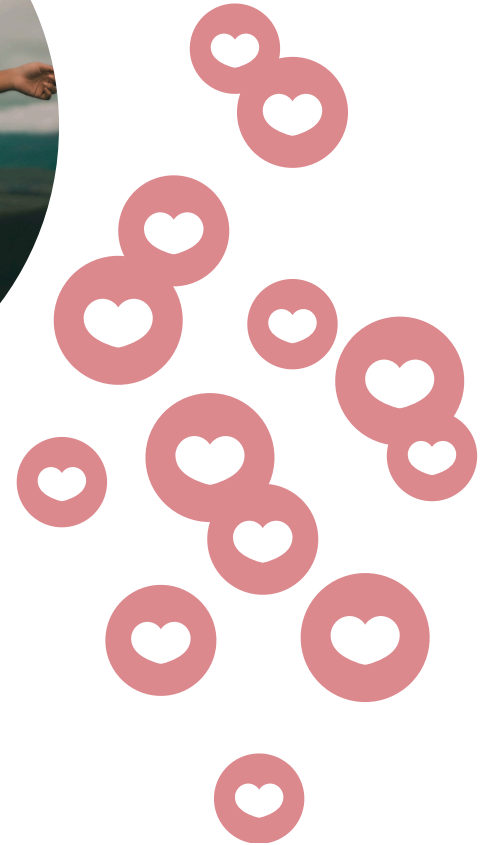
GET [ACCESS NOW](#)

"Knowledge by itself has never changed anything in the world, its what we do with that knowledge that counts."

Sequoia Owen

Leadership Wellness Coach &  
Positive Work Culture Advocate  
[@brilliantlead](#)





# Client Testimonials

"I've felt beat down so hard and it's been going on for so long. My [inner self] felt completely inaccessible. I just didn't have a lot of hope. And after 6 weeks, I'm still knee deep in it but I'm in the doing part now. It feels different. I feel the connection with my inner self 20% - 30% of the time now and it reminds me of who I used to think I was becoming."

-Indiana Nonprofit Chief Executive Officer

"I think this workshop was amazing and made me think about things differently. I found talking about the energy drains was the most helpful. I really enjoy[ed] the gas tank scenario and have went back to it multiple times in my head. Everything that was talked about truly clicked with me and will be a great asset to me moving forward."

-Michigan Nonprofit Chief Finance Officer

