

BURNOUT WORKBOOK

UNDERSTAND IT. INTERRUPT IT.
REDESIGN YOUR ENERGY.

WHAT THIS WORKBOOK IS FOR

This workbook is here to help you step out of burnout and into awareness, choice, and momentum.

Burnout doesn't always arrive in a dramatic crash; sometimes it creeps in through chronic stress, disconnection, and exhaustion masked as productivity.

Whether you're teetering on the edge or already in the depths, this space is designed to help you:

- **Spot the early warning signs**
- **Reflect on how burnout is showing up for you**
- **Build micro-practices that restore energy and agency**
- **Move toward recovery with more clarity and support**

Important: This is not about fixing everything overnight. It's about noticing what matters, even if all you can do today is pause.

This workbook is not a medical tool or diagnostic assessment. If you are experiencing severe emotional distress, we strongly encourage you to seek professional support.

FACING BURNOUT: A TURNING POINT

If you're in the clutches of burnout — or feel it creeping closer — now is the time to take action. The steps ahead may feel daunting, and change might stir fear or uncertainty. That's completely normal.

The most important truth to accept is this: burnout rarely disappears on its own. Left unaddressed, it deepens.

For your wellbeing, and for those who care about and rely on you, this is your call to interrupt the cycle. You deserve better than simply surviving each day.

Burnout affects both your body and mind. That's why understanding the inner mechanisms, stress responses, emotional fatigue, loss of motivation, is essential. In a world that rarely slows down, resilience isn't a luxury. It's a lifeline.

The good news? Recovery is not only possible, it's proven. Thousands have reversed burnout by taking small, meaningful steps toward awareness, boundaries, and support.

This workbook will guide you through the first of those steps.

UNDERSTANDING BURNOUT

"Burnout is what happens when you try to avoid being human for too long."

– Michael Gungor

Burnout isn't just being tired; it's a signal that something in your life, values, or boundaries is misaligned. It affects your thoughts, emotions, energy, and motivation. And while it often builds slowly, it can take hold deeply if ignored.

In this section, you'll begin to identify how burnout might be showing up for you, and reflect on the roots, not just the symptoms.

REFLECTION PROMPTS

1. What signs and symptoms of burnout have you experienced, or observed in others?

Write freely below:

2. Think back to a time you felt truly overwhelmed. What were the main contributing factors? *(E.g. workload, unclear expectations, personal stress, lack of rest/support)*

3. How does the idea of "work-life balance" feel to you right now?

Is it relevant, frustrating, achievable, unrealistic, or something else?

Insight: Burnout often comes not from how much we do — but from doing too much without meaning, rest, or control.

SELF-REFLECTION AND AWARENESS

Burnout often begins when your values and your reality drift apart. It can quietly grow when what you truly care about becomes overshadowed by what you constantly have to manage. This section invites you to pause and reconnect with who you are beneath the stress. You'll examine how your habits, commitments, and emotional patterns either support or deplete you.

You are not expected to have neat answers. Just honest ones.

REFLECTION PROMPTS

1. What are your core values and priorities in life?

What truly matters to you, even when no one is watching?

2. How well do your current activities and commitments reflect those values?

Are you spending time in ways that match what matters most?

3. Describe your typical response to stress.

Do you notice any consistent behaviours or emotional reactions?

4. Are there any recurring patterns in how you handle stress?

For example, overworking, withdrawing, irritability, or avoidance.

5. List three activities or hobbies that bring you joy or help you reset.

These could be anything that leaves you feeling more like yourself.

6. How often do you engage in these activities?

What might help you bring them into your routine more regularly?

BUILDING RESILIENCE

Resilience is not about powering through. It is about learning how to pause, reset, and return to what matters most. Burnout often becomes more severe when there is no recovery between demands. Resilience offers that recovery, even in small doses. This section helps you explore the strengths you already have, the habits that could serve you better, and the role of presence and self-regulation when life feels overwhelming.

You are not starting from scratch. You are starting from experience.

REFLECTION PROMPTS

1. What healthy coping mechanisms do you already use when facing stress?

These might include routines, people, boundaries, or habits that help you stabilise.

How could you integrate one of these more intentionally into your daily routine?

2. Think of a difficult situation you have overcome.

What personal strengths or support systems helped you get through it?

3. How does being present help you manage stress?

Consider moments when awareness, stillness, or reflection made a difference.

Would you be willing to try five minutes of quiet reflection this week?

Yes ☐

No ☐

Maybe ☐

Note: If you want to explore this area in greater depth, the Resilience and Adaptability Index (RAI Assessment) offers a clear snapshot of how you respond under pressure and where you can build sustainable growth. Available exclusively to organisations - Bring Thrive Assessments to Your Team.

SETTING BOUNDARIES AND PRIORITISATION

Boundaries are not about withdrawal or avoidance. They are about clarity, protection, and intentional focus. When your time, energy, or attention is stretched too thin, burnout thrives. Boundaries allow you to choose how much of yourself you give, and to what.

This section helps you notice what is currently taking up your capacity, and how to begin protecting the space you need to function well.

REFLECTION PROMPTS

1. Describe a situation where you found it difficult to say no.

What were the circumstances, and how did that decision affect you?

Looking back, how might setting a clearer boundary have changed the outcome?


2. Briefly list your current commitments and responsibilities.

Include both professional and personal.

3. Now ask yourself:

Which of these align with your core values and goals?

Which may be contributing to burnout, overwhelm, or frustration?



Note: A boundary is simply a decision made in advance about what you will allow to take your time, energy, and focus. The clearer you are with yourself, the easier it becomes to be clear with others.

PRACTICAL STRATEGIES FOR PREVENTION

"Almost everything will work again if you unplug it for a few minutes, including you."
– Anne Lamott

Burnout is not always caused by a single event. More often, it builds when recovery is repeatedly delayed and the systems we depend on do not support sustainable patterns. Prevention begins with what you do consistently, not perfectly. Small practices, planned pauses, and protected focus can reduce pressure and restore momentum.

This section will help you explore tangible ways to reintroduce rhythm and intention into your day, even in demanding environments.

REFLECTION PROMPTS

1. How could you build short, restorative breaks into your daily routine?

What would make those breaks truly refreshing — not just pauses, but resets?

2. What small daily practices could help you sustain energy and clarity?

Consider movement, breathing, journaling, morning cues, or end-of-day habits.

3. Explore the concept of "time blocking."

Allocate space for work, rest, and life responsibilities in more intentional blocks.

Note: You do not need a complete system to begin. But systems can help you go further, especially when supported by leadership or shared language. Bring Health Med to your team.

MOVING FORWARD

You've taken time to pause, reflect, and reconnect. That is not a small thing. This workbook is not a solution in itself. It is an entry point — an invitation to listen more closely to yourself and begin making small, meaningful shifts that prioritise your wellbeing.

You do not need to “fix” everything or anything. You only need to decide what matters enough to take a step forward.

YOUR PLAN ON A PAGE

One small habit I want to prioritise this week:

A boundary I will express or uphold:

A person I can check in with or reach out to:

Something I will do for myself that brings calm or clarity:

If you have access to Health Med's Thrive Assessment Series or the Human Flourishing Framework, you may want to explore them to deepen your understanding and create a structured support plan.

If not, trust that reflection like this is a meaningful step forward, and there are always new tools and conversations waiting when you're ready.



“Sometimes the bravest and most important thing you can do is just show up.”
– Brené Brown