



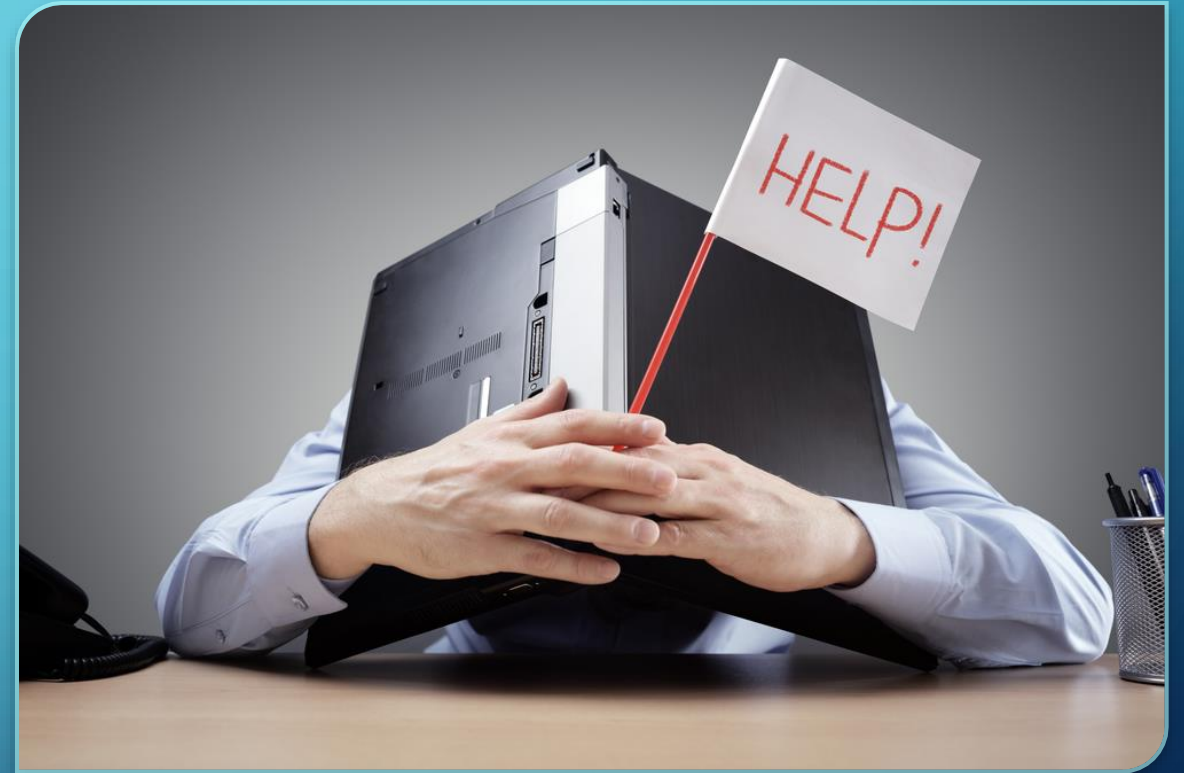
CREATING A HEALTHY WORK/LIFE BALANCE.

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BURNOUT

Burnout is a state of emotional, physical, and mental exhaustion caused by excessive and prolonged stress. It occurs when you feel overwhelmed, emotionally drained, and unable to meet constant demands.





CAUSES OF BURNOUT

Systemic Causes of Burnout- Large workloads, unreasonable deadlines, lack of management support

Personal Cause of Burnout-Lack of self-care, setting boundaries, unrealistic expectations.

WHAT DOES IT MEAN TO BE EMOTIONALLY BALANCED?

**A balanced life means
creating time for the
things I must do, as well
as the things I like to do.**



WORK/LIVE BALANCE THEORY

The key indication of a
balanced life is a sense of
satisfaction
(not always balanced)



**TIME TO SIT BACK AND
REFLECT**

**HOW SATISFIED ARE
YOU???**



AGENDA FOR TODAY



Learn the 4 key ingredients that help to have an emotionally balanced life.



Look at steps you can take to lead a more emotionally balanced life and develop a purposeful plan to attain it.



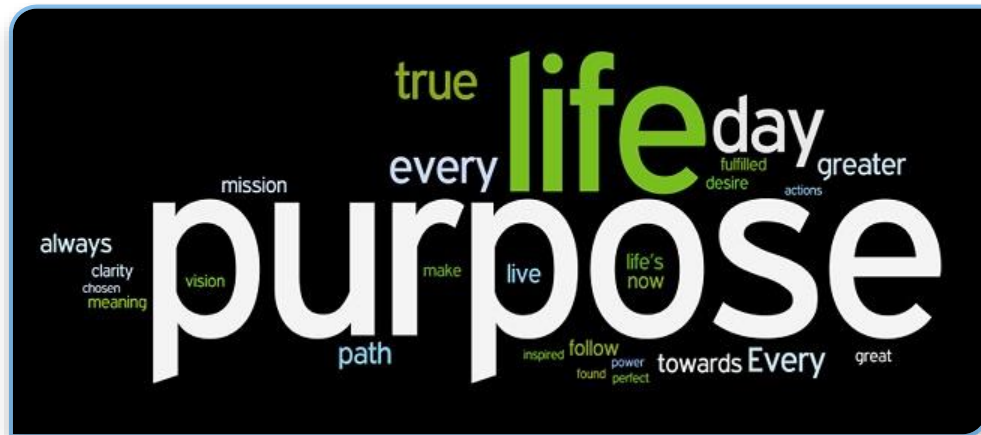
If you are a supervisor, how you can incorporate these ingredients into your workplace.



Personal reflection

#1 INGREDIENT FOR EMOTIONAL BALANCE

Your Why



YOUR WHY

Write down one sentence to say
Why you decided to do what you
do for a living.

How well does your workplace
match you why?

YOUR WHY LINKS TO YOUR LIFE PRIORITIES



- List your top 5 priorities in life are right now.
- If you went before a jury of your peers would they convict you for living your priorities?
- Does your work/life represent your priorities?

PERSONAL COMMITMENT TO CHANGE

Rate on a scale of 1-10 where you are in having your work match your priorities and "Why".

1 5 10

Poorly

Somewhat

Where I want to be

If you could be one number grade higher, what would you do differently?

CHANGING YOUR ORGANIZATION- BRAINSTORM

Supervisors, if you
considered your
employee's Why, how
would that change your
organization?



#2 INGREDIENT FOR EMOTIONAL HEALTH





ENERGY

- Fatigue makes us cowards
- Necessary ingredients for energy
 - Sleep
 - Healthy Food
 - Exercise
 - Pleasure
- Which would energize you more?
 - Cleaning your bathroom or
 - Packing to go on a vacation?

WHAT ENERGIZERS YOU AT
WORK AND WHAT DEPLETES
YOUR ENERGY?



PERSONAL COMMITMENT TO CHANGE

Knowing your energy/depletion ratio, what would you like to change ?

1 _____ 5 _____ 10

Poorly Somewhat Where I want to be

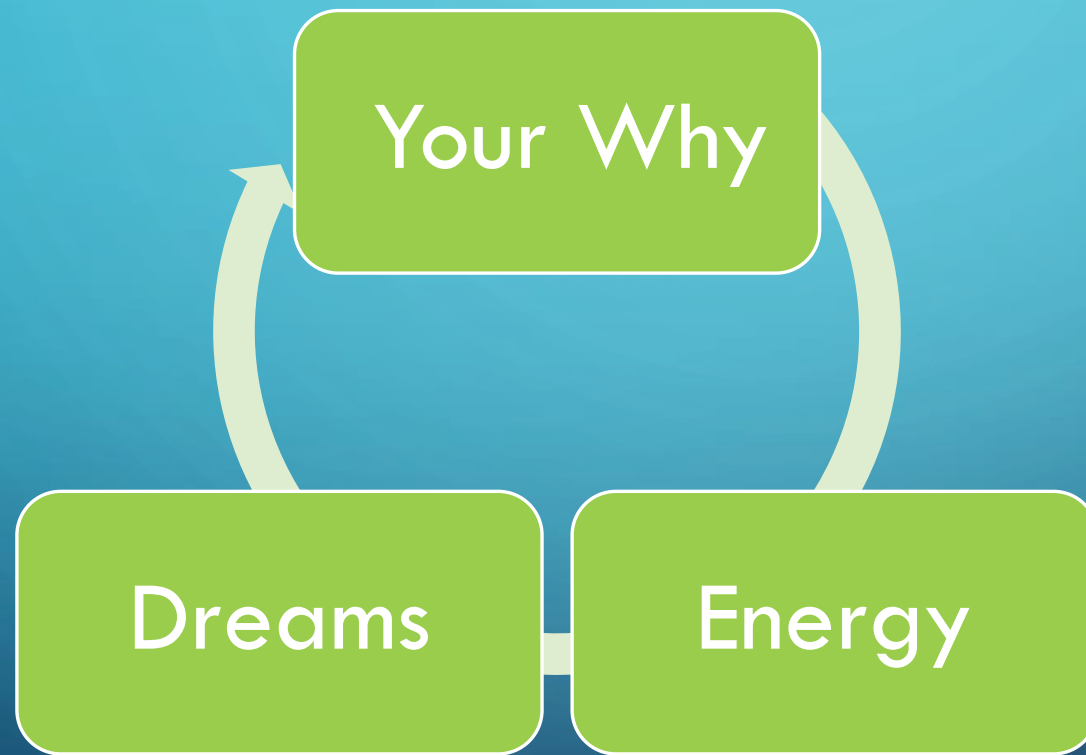
If you could be one number grade higher, what would you do?



CHANGING YOUR ORGANIZATION- BRAINSTORM

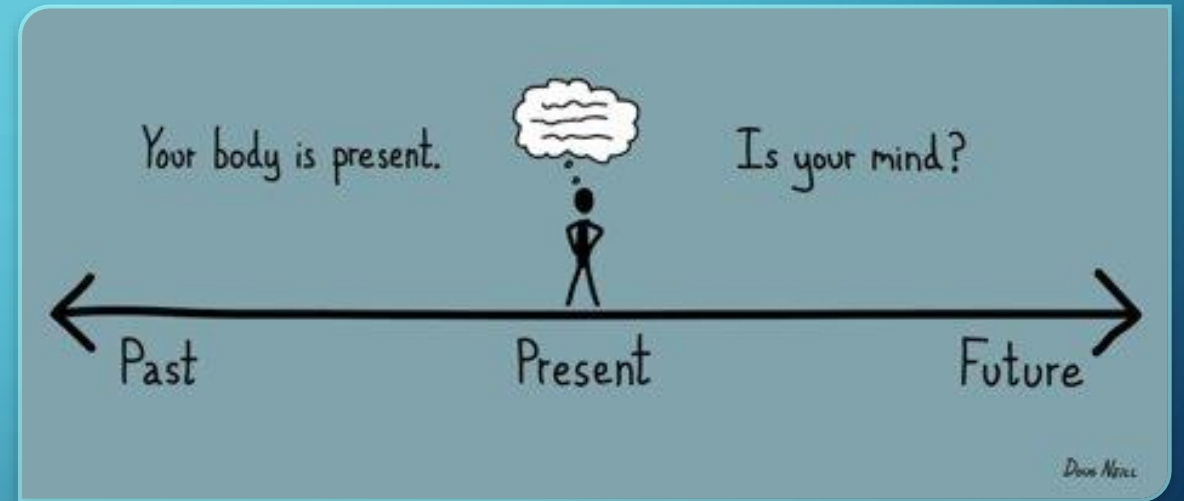
Supervisors, if you
considered your
employee's energy
level, how would that
change your
organization?


#3 INGREDIENT FOR EMOTIONAL HEALTH



EMOTIONALLY HEALTHY PEOPLE HAVE DREAMS FOR THE FUTURE

People often focus on the
past which they cannot
change or the present
struggles and fail to take
time to dream or
envision the future.





do you
have a
dream?

TAKE TIME TO DREAM

They motivate, inspire, improve and help you in achieving any goal that you want to achieve.

List 5 dreams for the next 5 years-

They could be economic, physical, spiritual, experiences etc.

PERSONAL COMMITMENT TO CHANGE

Pick one dream and rate how close you are to achieving it

1 _____ 5 _____ 10

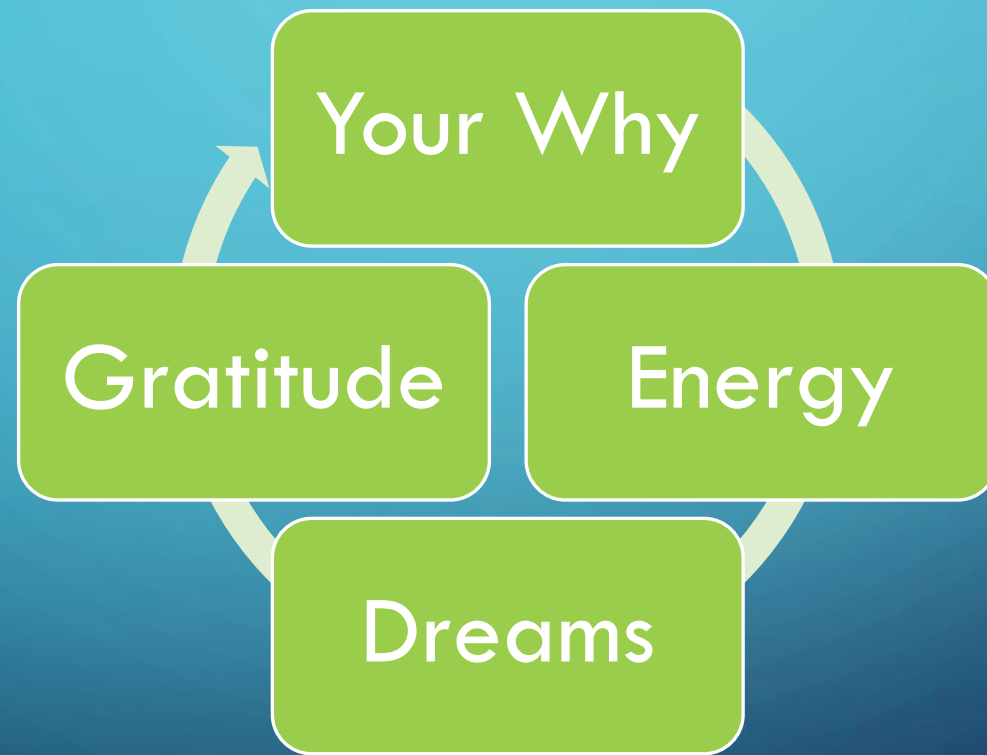
- Poorly Somewhat Where I want to be
- If you could be one number grade higher, what would you do differently?

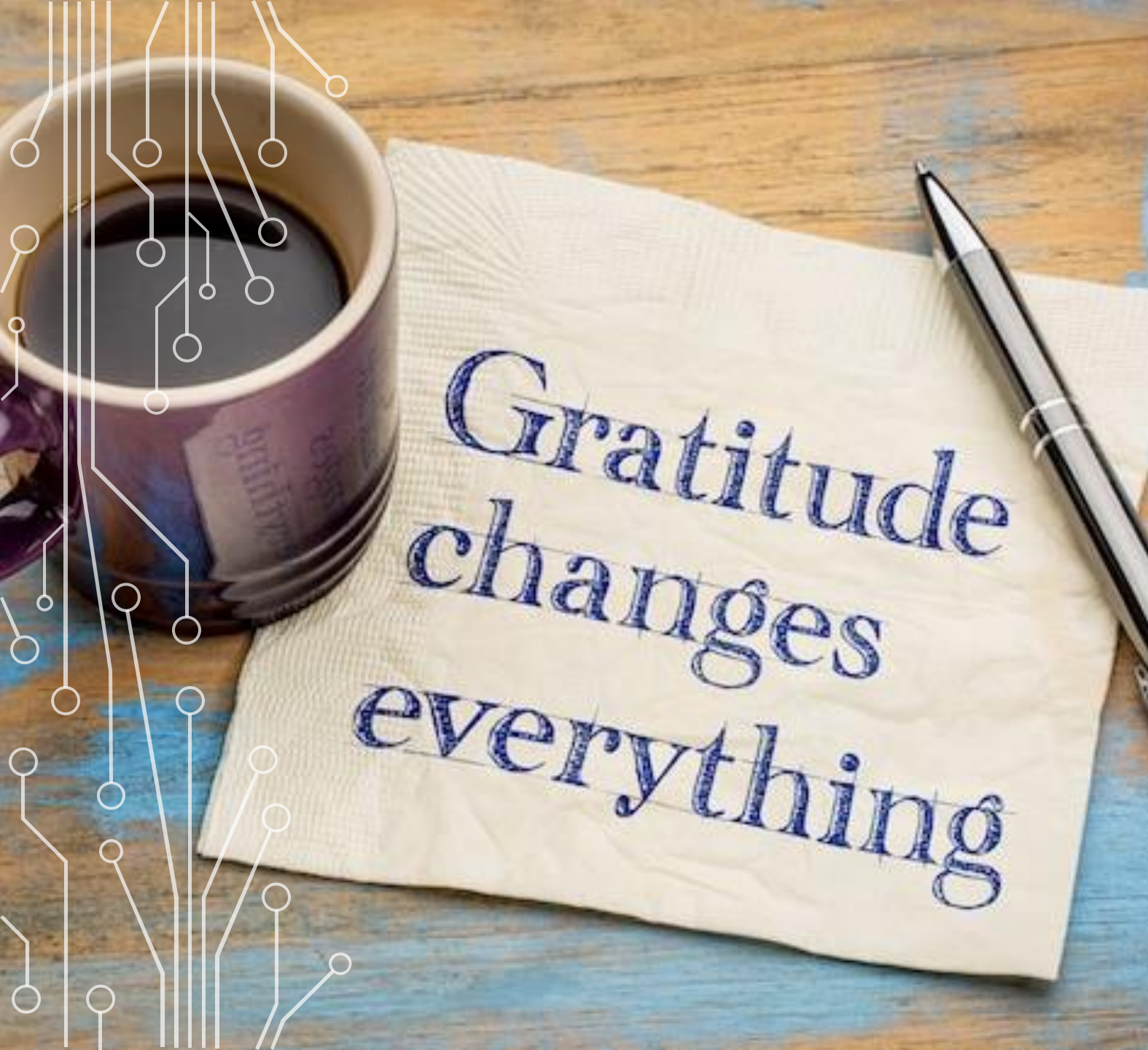
CHANGING YOUR ORGANIZATION- BRAINSTORM

Supervisors, if you considered your employee's dreams, how would that change your organization?



#4 INGREDIENT FOR EMOTIONAL HEALTH





WHAT IS GRATITUDE

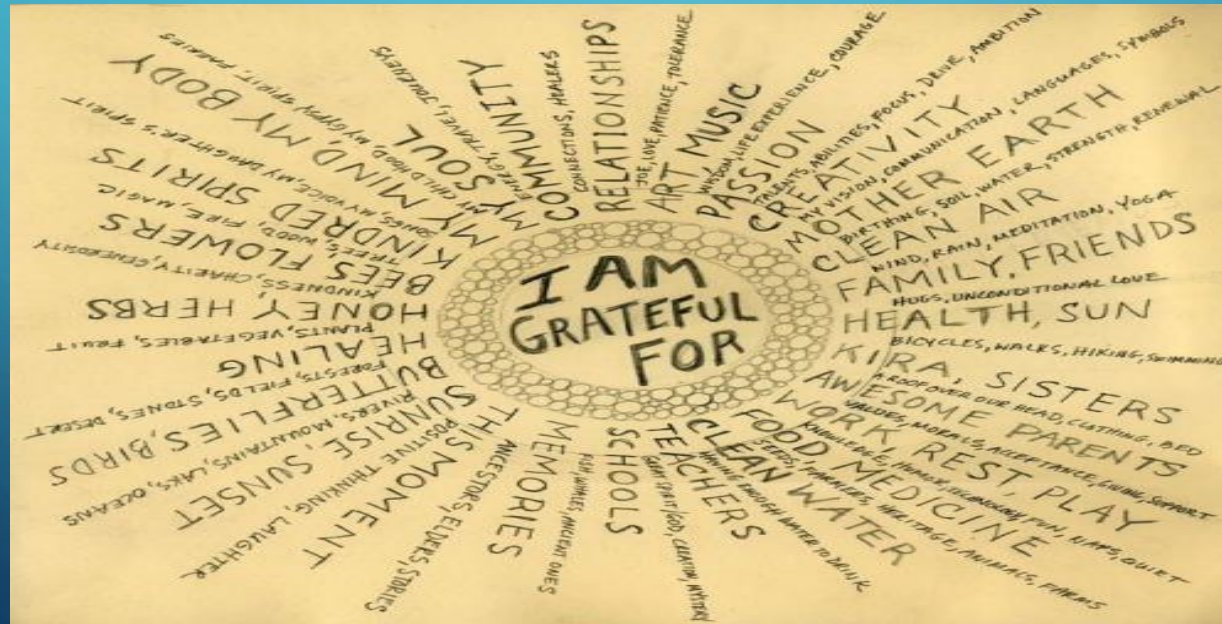
GRATITUDE -A THANKFULNESS AND FOCUS ON WHAT YOU HAVE INSTEAD OF WHAT IS MISSING.

THE BENEFITS OF GRATITUDE



WAYS TO PRACTICE GRATITUDE

- Daily write in your gratitude journal
- Gratitude jar, box or tree.
- As you drive to work or before you go to bed, list what you are grateful for.



PERSONAL COMMITMENT TO CHANGE

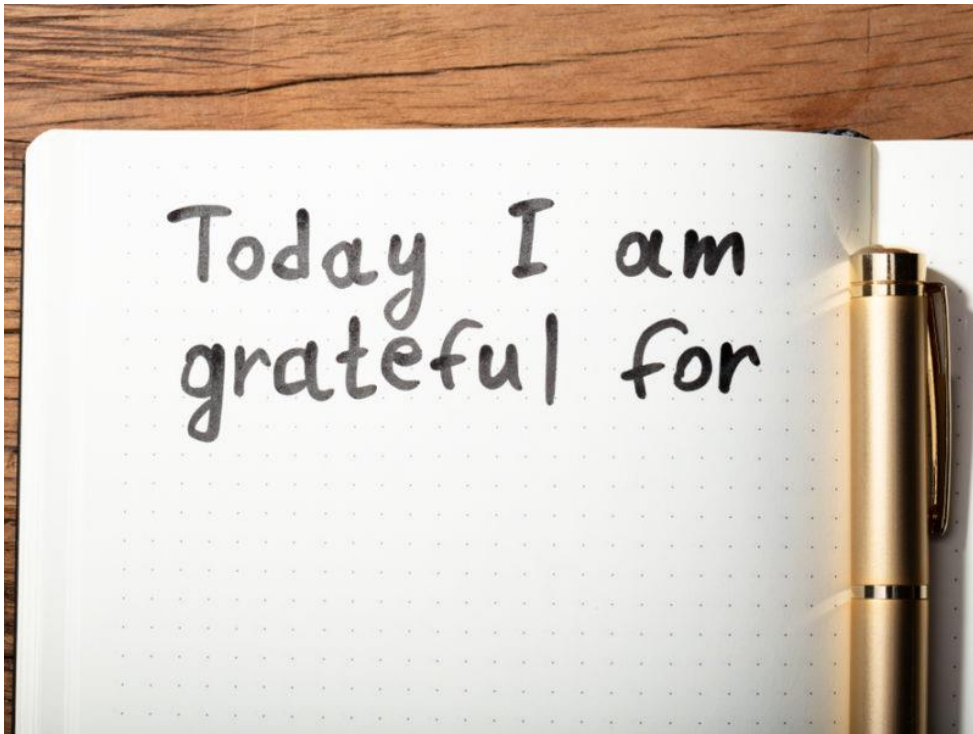
Rate how consistently you practice being grateful.

- | | | |
|----------|----------|------------|
| 1 | 5 | 10 |
| <hr/> | | |
| Not much | Somewhat | Yes, often |

If you could be one number grade higher, what would you do differently ?

CHANGING YOUR ORGANIZATION- BRAINSTORM

If you considered the
importance of gratitude,
how would that change
your organization?





**BALANCE IS NOT
SOMETHING YOU
FIND, IT'S SOMETHING
YOU CREATE-
JANA KINGSFORD**

PERSONAL AND ORGANIZATIONAL EMOTIONAL HEALTH

