Extinguish Burnout: Prevention and Recovery

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Agenda

• What is Burnout?
  • What Causes Burnout?
    • Present-Future
    • Past
  • Resilience
What is Burnout?

- **Exhaustion** – Total lack of energy
- **Cynicism** – The negative reaction to others and the situation
- **Inefficacy** – Poor view of your ability to get things done
Burnout occurs when your personal agency is empty.
What is Personal Agency?

Your capacity to get things done.
Measured in:
- Strength
- Skills
- Time
Results

• Recognition
  • External
    • Awards
    • Mentions
    • Promotion
  • Internal
• Tangible
  • Completion
  • Financial
Support

• Types
  • Material
    • Financial
    • Non-Financial
  • Emotional
  • Systemic

• Areas
  • Home
  • Social
  • Work
  • Personal
Self-Care

• Physical
  • Exercise
  • Diet
  • Sleep
  • Hydration

• Psychological
  • Self-Talk
  • Rejuvenating Actions
  • Coping Strategies
Demands

• Types
  • Physical
  • Psychological

• Can Be Limited
  • Why - Managing Reserves
  • How – Boundaries
  • How - Decision Making Criteria
  • How - Trade Imbalance

• Perspectives
  • “Have to”
  • “Get to”
Personal Agency vs. Efficacy

Agency – Present and Future Looking
- Capacity
- Capability
- Reserve

Efficacy – Past Looking
- Evaluation
- Assessment
- Perspective
Perception Isn’t Reality
Perception of Efficacy

Your Expectations
• Conscious
• Unconscious

Results
• Feedback
• By Comparison
Resilience
Introduce Yourself – to You

• Discover Your Personality
  • MBTI
  • Enneagram
  • Values in Action
  • DISC

• Get Explicit About Your Goals

• Develop Boundaries
Boundaries

• **Permanent / Defining** – Separates what you will and what you won’t do. Separates you from other people.

• **Temporary / Protective** – Temporary protection to allow for recovery
Have a Different Mindset

- Fixed Mindset – My capacity is fixed
- Growth Mindset – I can grow if I work at it
Multiple Goals

• Don’t Get Locked into a Single Goal
• Focus on the End Result – Not the Path
The Four Minute Mile