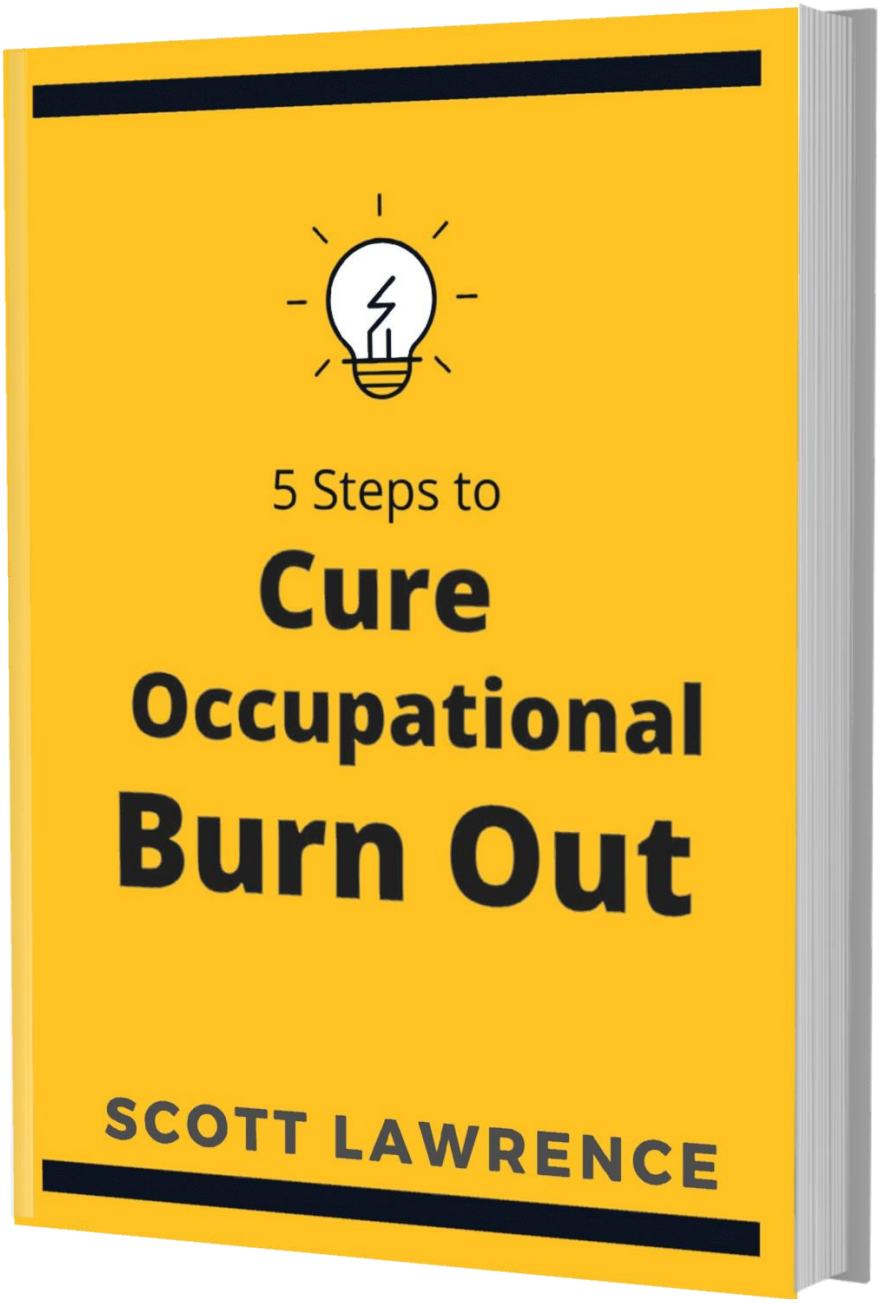

5 Steps to
Cure
Occupational
Burn Out
SCOTT LAWRENCE



I have been blessed to be a full-time clinical hypnotherapist since January of 2010, a Lecturer at the Academy of Hypnotic Science teaching Hypnotherapy and Business to Diploma Students and have seen over 4,000 clinical hypnotherapy clients in the past 11 years and frequently appear on National Radio.

Are you a Professional who is Experiencing

Soul Sucking Exhaustion?

Or

Do you Help Other Professionals with their Burnout?

There are 5 Exhaustion / Burnout Drivers that, if left unchecked can damage a persons energy.

Let's Check Them and Fix Them Together.

Have you Noticed the Change?

Are people just that little bit more annoying lately when they interrupt you at work?

Do you find that you're not quite as excited about work as what you used to be?

Are you hitting the Snooze Button a couple of extra times than what you used to?

After an interruption, does it take longer and longer to get focused again on your work?

What about distractions? Do you find yourself in what we call 'Browser Blackout', which is basically the Attention Black Hole that happens when people search the internet randomly for hours?

When you look at your work, do you get overwhelmed by the size of the workload?
Do you then break your workload up into smaller pieces and then get overwhelmed by the number of pieces that you've broken your workload into?

And then, do you find your self having to break your workload into even smaller pieces before you can get started?

Are you struggling to find satisfaction in your work, or can't really connect with your reason for doing it anymore?

Well, if so, you just may have burnout.

But don't worry, it's curable. There are steps.

Let's get started.

It’s normal to have a bad day or to lose focus. That happens to everybody. But burnout is different.

Burnout, if left unchecked could lead to a Chronic, long term of the condition and hurt other areas of life, from Relationships to Finances and even Long-Term Health.

Let’s say that your job used to give you a feeling of passion, but now, it’s more like something that you have to do to keep your head above water. How to do you fix the problem and to get your mind back into the game?

Well, for starters, we’ve found that simply pushing through can actually make it worse, if there are underlying issues for the burnout.

Here are some examples of what I mean by underlying issues.

1. Workload size – You are being pushed past your capacity for what is longer than a sustainable timeframe for you.
2. Control – Lack of authority on project is a high contributor to feelings of burn out.
3. Reward – Are you getting enough Money, Fun, Future Opportunities and Growth back for the cost of what you give up in Time, Energy, Resources, Money and Sanity.
4. Community – Are you included in something bigger than yourself, where you feel a sense of meaning?
5. Fairness – Are you being mis-treated or being asked to do too much for too little reward? Are you getting punished unfairly for things that aren’t your fault or for rules that don’t make sense?
6. Values – Are you aligned with the work that you are doing, or does it go against your personal core life rules?

All 6 factors can contribute to Burnout in a way that time management just won’t be able to fix for you, unless these causes are addressed.

3 Signs of Burnout

All 6 factors can contribute to Burnout in a way that time management just won't be able to fix for you, unless these causes are addressed.

The 1st and most obvious sign of burnout is Exhaustion.

Have you ever been so tired that you couldn't even build up enough energy to say "No" or to create a boundary?

This is actually a sign of exhaustion. It takes energy to save energy.

It takes energy to tell the person on the phone that you have something else to do and need to hang up shortly. It takes energy to tell the person in the room that you're busy and not actually available for a chat.

The 2nd sign of burnout is Contempt or Hatred for the actual work itself.

Have you heard yourself saying, "Ahh, not this again" or something passive aggressive like, "Well it pays the bills." These can be signs that you don't actually like what you're doing and could lead to further burnout if you try to push through without addressing why you hate the work so much.

The 3rd sign of burnout is a distinct drop in quality in the workload that you're doing. Think back either a few months or a few years and be honest about this question. Has your work performance become better or worse? It may not be your fault if the answer is 'worse', however, this can be a sign of a larger and more serious issue.

If these 3 signs are ignored, there is more at risk than just work.

As a clinical hypnotherapist, I see clients for an entire rage of conditions and problems. One of those problems is relationship breakdowns.

Exhaustion, Contempt and Low Quality Work can be signs of burnout at work, but they can spill into the home game. It’s a sign that you need to re-charge.

Let me ask you this, if a person doesn’t re-charge their energy at work and isn’t getting the right kind of emotional energy and personality fuel from sleep, then where do they go to get their energy?

They look for it at home by either becoming an energy vampire of withdrawing and becoming unavailable for the family.

The compounding stress of unfulfilling work, bills and financial issues plus arguing with their spouse or offspring can create a compound effect that can lead to more and more serious issues and conditions.

So if you’ve tried every trick from micro managing, macro managing, dieting, taking breaks and seeking professional help for advice and the burnout is just getting worse and worse, then it may pay to address the parts of burnout individually.

Burnout isn’t fun for the person who has it or the people around the person who is actually burning out. Their brain is on strike and there’s nothing they can do about it using their old tools. So let’s look at some new tools to cure burnout.

Tired or Tired of?

If a person is tired, they need to rest.

Maybe they could eat better and exercise.

The 6 main health considerations in order of urgency are

1. Serious conditions where you need a professional doctor
2. Breathing
3. Sleeping
4. Hydrating
5. Eating Clean and
6. Exercise.

This is where I would start if the body is physically tired.

But Tired Of is different from just being Physically Tired.

“Tired Of” usually is followed by a list.

“I’m Tired of You”

“I’m Tired of Work”

“I’m Tired of This Life”

“I’m Tired of Everybody asking me for Everything”

They’re actually, whether they meant to or not, complaining about core issues. Do you remember Workload Size, Control, Reward, Community, Fairness and Values? The complaint about “I’m Tired Of” is a hint that their core issues need to be addressed.

A person doesn’t have to be jumping on furniture or rainbow blasting the whole world about how happy they are to be healed from burnout and well adjusted. In fact, that may more so describe a manic behaviour just before a crash.

It’s more about that Einstein called ‘The Distraction Index’. A person who can not focus on mundane, every day tasks will always be attracted to shiny object. This doesn’t mean that they can not focus. Contrary to the belief that people with burnout can not focus, they actually have a tendency to hyper-focus on tasks that bring them personal satisfaction, while they neglect or can not focus on important tasks that need to be done. They’re driven too much by novelty, deadlines and anything that will give them a dopamine hit.

Basically, they become very childlike and present with what gives them positive emotions and very distant and absent with long term goals, maintenance and adult responsibilities like cleanliness, hygiene, social commitments that they don’t find fun and of course their work.

If people don’t align with their work, work environment, home environment, bigger picture of their work or even can’t name that nagging negative feeling in their heart, they are likely to need lots of recharging just to be able to do the basics.

Recharging emotions isn’t just a ‘nice to have’, it’s a ‘must have’. Remember that the ‘Tired of’ person is probably doing their best, but their brain has gone on strike and they don’t know how to focus like regular people anymore.

They are prone to feeling guilty about the limited amount of focus that they are bringing to their families and responsibilities.

Hate work or contempt

Hating work can feel like physical pain in the body, headaches or a sick feeling in the stomach. Hating work isn't just about making a decision not to work, it's about how a burnt out person suffers when they try to force their brain to do work that they don't want to do.

Feeling contempt for a work place is a good sign that it's time to leave. Contempt often is the final feeling, the straw in the camels back and the point of no return.

People don't just do their work for money. The **T.E.R.M.S.** acronym describes the cost of any job.

Time – How many hours per week are they willing to commit?

Energy – How tired does the job leave them?

Resources – What do they need to sacrifice for their job?

Money – What does it cost them in qualifications or other to work?

Sanity – How mentally sane are they left from work each day?

The benefits compared to the **T.E.R.M.S.** cost can be measured in **R.E.T.U.R.N.**

Revenue – How much pay they receive.

Education – Skills and Qualifications.

Trust – How much autonomy they're given.

Understanding – Does the job align with their values and world view.

Rewarding – How enjoyable the experience is.

Network – Friendships and Support Group.

People don’t mind working hard. In fact, they often love it when the **R.E.T.U.R.N.** is greater than the **T.E.R.M.S.** It brings people joy to stand back and look at their contribution or their creation.

Professionals chose their jobs for multiple reasons, from life style flexibility, to recognition and positive impact on the environment.

If a person is burned out, they may not be lazy at all. They may just not be aligned with their life purpose.

If a boss, client base or co-worker bullies or doesn’t appreciate the professional worker often enough, they can become burnt out, and not all at once. A few times of dealing with negative situations can strengthen character. It’s when too many bad days stack up in a row that the contempt sets in to the point of no return.

If a job has gone on for too long, lacks challenge or has become uninteresting, it can lead to occupational burn out. Thoughts about the future play just as much a part in dopamine release as thoughts about the present do.

If a person isn’t being financially rewarded, has no hope for change, promotion or progression, then that can very much lead to burn out.

People need to know that they are going somewhere or will end up in a better situation than when they started.

If a person is too socially isolated, crowded or is forced to act against their own values for extended periods of time, then that will lead to burnout. This is also true of other parts of life, we need our community and freedom to be mentally healthy and happy.

Poor work quality

When the passion isn’t there, it doesn’t matter how hard a person tries. They just won’t be able to generate the same quality of work as somebody who loves what they do.

A burnt out professional may take a dip in hygiene, punctuality, attention to detail and general attitude toward their work.

Remember that telling someone who is burnt out to just push through or to try harder can actually cause them to become even more burnt out. Without addresses the core issues, everything else will not help.

Being bunt out is not bad behaviour or misconduct. They can not make a different choice. They need a different environment. To punish a person for burnout instead of working through it with them is like saying “I’ll start watering this pot plant once it starts growing again.”

Professionals with occupational burnout need to speak to their employer or coach and have an open dialogue about how they feel about their work.

Creating an environment where people are allowed to talk about their feelings as much as they talk about their work can help to catch burnout early before it becomes a chronic condition.

So how do you actually fix burnout?

How to Fix Burnout Before it gets out of control

Let’s get practical with some high performance tools.

Workload size, Interruptions and Clarity

A few interruptions here and there are OK, but when they get out of hand, then it trains the brain to not trust the environment to allow a clear amount of time to focus. This is a boundary problem.

If you have clearly communicated your boundaries, explained that you’re not available and the person still choses to interrupt you, then unless it’s a matter of life or death, you actually just dealing with somebody disrespectful. If you need to turn off your phone, change rooms, report the person interrupting or escalate the matter further, then it may actually save you your future ability to focus.

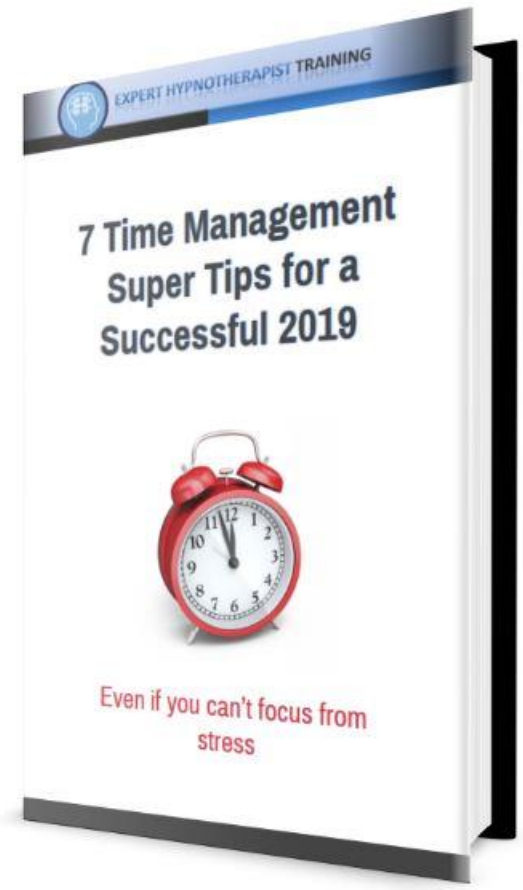
When you’re in flow, you can speed write, speed work and understand your situation clearly and without pain. Stress offers a small short term boost, but long term, stress actually harms productivity.

Work load is more about prioritisation. We use the **GPS** system. The **G** stands for the Central **Goal**. The **P** stands for the **Plan** and the **S** stands for the **Schedule**.

See our Time Management Course by Clicking Here

Also, grab this eBook that goes into more depth about the GPS system.

Just click on the eBook to download it.



Our other eBooks are available by clicking here

The Central **Goal**.

The first mistake that most people make around their goals is that they are not aiming high enough. People come up with rough goals that don't light up their spirits, are boring to describe and aren't even clearly defined.

Let me ask you, what do you actually want?

When was the last time that you said, “This is going to be my year?”

Has it been more than 12 months?

More than 2 or 3 years? 5 years?

Are you happy?

Do you love what you do?

I mean do you Really Love What You Do?

A goal needs to be something that gives you energy just by thinking about working on it, struggling through it and then receiving it.

Your **Plan** needs to be written down.

If you can, try to use the 3 X 3 system.

Just write down 3 parts of your plan and then write down 3 parts of each of those parts. This isn’t supposed to be a perfect strategy, but it’s more than the average person does while planning. It’s a mind hack to make you even more productive, so I recommend giving it a go.

The **Schedule** needs rhythm.

You can’t focus on reading while talking to people at the same time. They are 2 different energies.

Too often, people are distracted because they transition poorly between introverted tasks and extraverted tasks. When you are writing or focusing on something introverted, it takes time to be interrupted, handle the interruption and then to find your flow again in what you were working on. The point of scheduling isn’t just to remember what you’re doing to make appointments. It’s also the maximise how much time that you spend in flow.

Control

Are you your own boss? If not, have you chosen a job that you enjoy?

Do you get to choose your own projects?

Are you being micromanaged by a boss who doesn't trust you to do your job, and perhaps treats you like a child?

Control is one of the key drivers that cause job satisfaction and prevent burnout. This can relate to people, processes and tools.

It's not just the job or a disagreeable team mate that can cause a feeling of lack of control. If the tools in the work place are so old, broken or just don't do the job, then this can cause a lot of stress.

Maybe the computer needs updating or the internet connection adds unnecessary hours to the day. Maybe tools are breaking constantly and that can add to the frustration.

Disagreeable people can be great to challenge a way of thinking, as long as the disagreeableness doesn't get out of control. There is nothing worse than spending long amounts of time with people who either wilfully misunderstand, argue or play devils advocate unnecessarily just to slow down the momentum of progress.

Anything that takes you out of flow for too many hours in a row can lead to early burn out even if you're naturally a calm person. Look at where you can create more control in your workplace and in your life. You can't control everything but it pays to make a list of the things that you can control. It's worth it.

Reward

What are you personally getting out of your work?

Are you being paid enough?

Is your environment up to scratch or does it reflect your worth?

Is it time for you to re-negotiate your worth or failing that negotiation to reconsider who you work for? When was the last time that you asked for more pay, more support, better tools, more time off or anything else that helps you to feel appreciated and passionate about your success?

If you find yourself complaining often or feeling contempt for your work, this could play a large role in why you may be feeling this way.

Community

Are you an introvert or an extravert?

What type of people do you like to spend your time with?

Do you like to collaborate with others or to work on your own?

Do you recharge better on your own or with others?

The people that you work with can become somewhat of an extended family who you end up spending a great deal of time with.

If you don’t share enough similar working styles then you can end up feeling not-supported or constantly invaded, depending on how you like to work. And of course, toxic environments are a fast bath to burn out.

You can tell if your community are causing you burn out if you find your self getting angry at those around you or actively trying to avoid your work colleges.

Many workplaces use what's called the 'Friday Night Test'

Would you, if you had the option to choose, hang out with your co-workers on a Friday night and actually have a good time, or would that be your idea of pain and suffering?

Fairness

Is your workplace fair?
Do you get wrongly accused or mis-treated by clients, employees, bosses, or co-workers?

Are you doing more work than your fair share and having to sacrifice weekends or do work that you aren't being compensated for?

Values

Do you share the same world views as the people who you work with?

Does your company or industry believe what you believe about the world?

Do you feel that you need to be making a bigger difference in the world?

Are you in alignment with the work that you are doing and the people who you are working with? If not, your work may not be sustainable.

Don’t Just Push Through It

Trying to “harden up” may sound heroic, but it’s not the wise option. If you don’t do something about burn out early enough, you may find that the problem snow balls into something much worse in time.

Burnout is a psychological caused by prolonged work stress.

You may even increase productivity by taking a break or tapping into topics that you actually love. It takes time to train your brain back into feeling passion again, but in the end, you’ll thank your self for putting your mental health first so that you have the mental strength to put everything else into place later.

It’s important to drop the shame and stigma in burn out. Often it’s not actually your fault. It just means that you’re out of alignment with what you should be doing. Try to see it as an opportunity to do what you really want to do with your life.

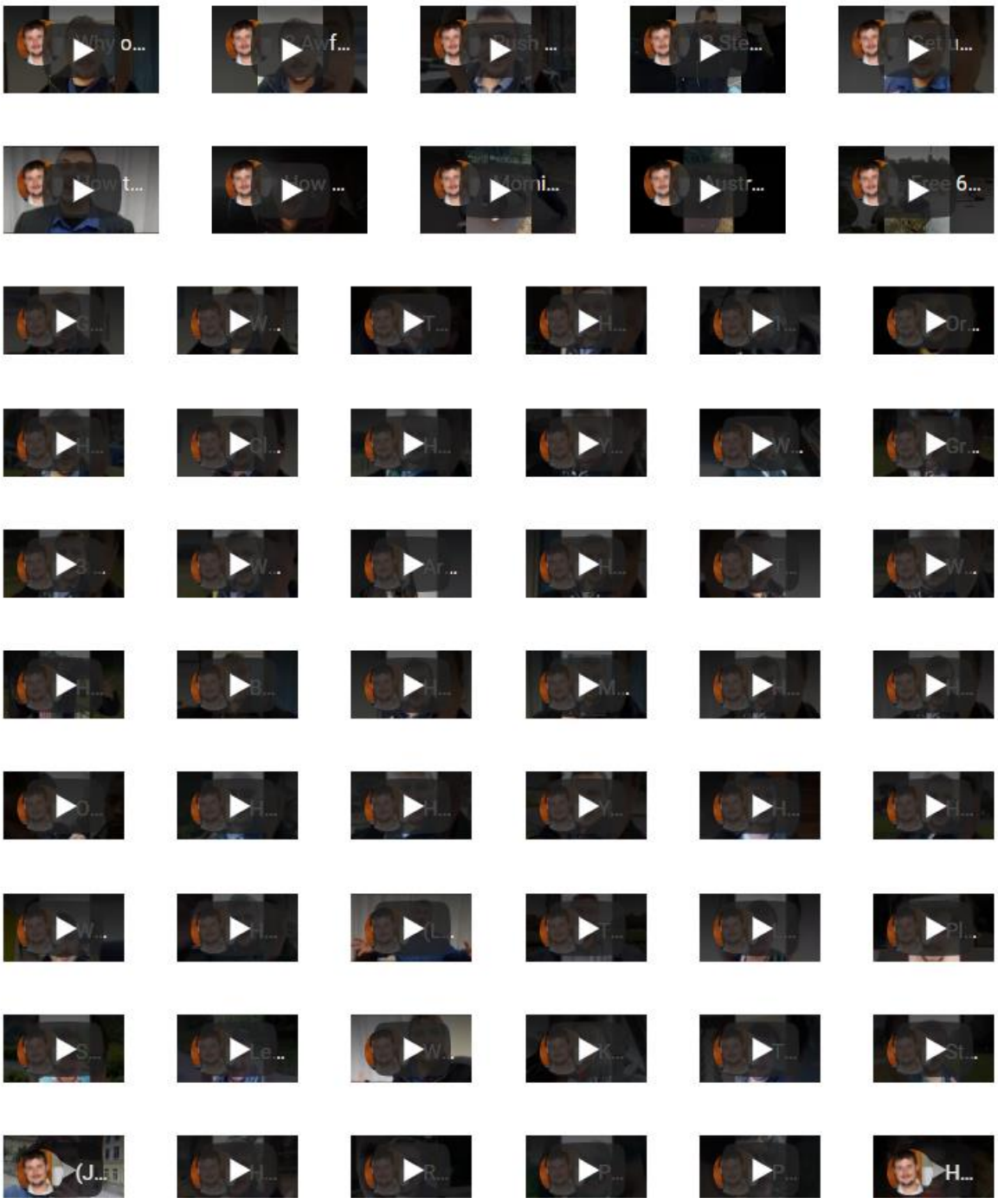
It starts with making the decision to seek clarity.

You need to schedule time for self-improvement.

Find a community that uplifts you, and find a goal that actually makes you feel something.

Get a coach to teach you more about a topic that you love. This doesn’t necessarily need to be a work-related topic. This is about training your brain to experience passion and joy again.

If you need help with motivation, I have put together over 100 motivational messages to help professionals to improve their minds and to improve their careers. Just click on the image to get them.



Fix it by knowing yourself

People are happy by default unless something is missing.

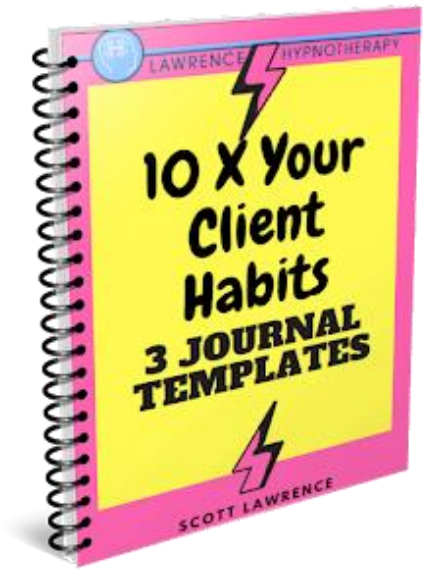
It’s been said that Burnout is what happens when you forget to be a human for too long.

It may be time to start re-building your personal life.

Notice what activities seem to reduce physical pain, increate focus and concentration, forgetfulness, and restlessness. These activities are what may soon become your passions.

Do not let substance abuse become your hobby. It may seem like it works at first, but all that it’s really doing is using up the last of your reserves like a credit card that has to be paid back.

I’ve put together a Journal Template to help you to get to know yourself again. Download it and fill it out.



Catch it early – Ask for Help

Besides exercising, eating healthy and other sensible options, it may be a good time to consider a larger break or variety than what you had expected.

What would your perfect break be?

What would your perfect vacation be?

Who do you have in your support network?

When was the last time that you spoke out about burnout or asked for help? Most people never ask.

This doesn't mean that you need to stare at the wall doing nothing. Consider joining a program with a coach who can take you in a direction that you've never explored before.

Think of burnout like a set of scales. If what you're being asked to do is represented at the weight on one side. What you get back is represented by the weight on the other side. If the reward is less than the effort that you put in for long enough, then burnout happens. It's not just about being tired and exhausted from pure workload. It's often exhausting become the kind of work that you're doing isn't doing anything for your emotional well-being. You need to recharge in more ways than one.

When was the last time that you felt excited to complete a task?

Has it been more than a couple of years? Maybe getting coached in an area that you hadn't considered before may be an option for you.

Chronic burnout takes time to fix

On your road to recovery, you're on a type of hero's journey. It's much like traveling past the refusal to change, through accepting your next adventure, past the point of no return and into the new world and exploring the proving ground.

The proving ground exists after you start something that you've never started before. It's not about getting it right straight away but being recharged by struggling with something that's completely fresh and new to you. It's an uplifting feeling to end one challenge and to bring novelty and growth back into your daily experience.

Recognise, Remove, Rest, Reset, Resilience.

When you **Recognise** Burnout, most peoples first instinct is to push through their current task and to wait until later to rest. The problem with this behaviour is that when a person experiencing burnout pushes through 1 task, they are much more likely to then continue to push through the next and the next task, until the burnout gets ignored. When you recognise burnout, act immediately and as a minimum, discuss your burnout with the people around you, employer or who ever you need to communicate with.

When you **Remove** yourself from the situation, workload or environment that was causing you to experience burnout, this allows you to perform a type of diagnosis on yourself. You don't have to quit your job or do anything too rash all at once, however, removing yourself and checking in on how you feel will let you know if you're Ok to continue of if you genuinely need a break.

When you **Rest**, this doesn't mean that you need to be asleep. Sleep is just 1 of the options that will recharge you. If you can do any calming activity, yoga, meditation, watching TV, talking with friends or family or anything that you find fun and will feed you with good positive energy and make you feel like yourself again.

When you **Reset**, you are doing the base level maintenance jobs that will prepare you to have energy again the next day. Have you looked after your own needs at home? Do you have the supplies at home that you usually rely upon? Have you given yourself an early enough bed time and created a plan for tomorrow so that you can ease in without any undue stress?

Building **Resilience** is a matter of training, just like at the gym. If a person tries to lift double the number of weights that their body is capable of, then they are likely to just crumble under the pressure. The same rule applies to any workload. A person can not do 2 days work in 1 day, no matter where that pressure is coming from. However, if they start gently and receive the correct support, then they may be able to build up to greater and greater workloads as they train them selves to be capable of more.

If you spend too much time in the **Fight** and **Flight** response, you are likely to experience adrenal fatigue. It's ok to see a doctor and to get a referral to a psychologist, coach or hypnotherapist.

Physical activity can do a lot to recharge a persons energy during burnout. Having that time to get out of the head and to get into the body can give you time to process your thoughts, release endorphins and give you a break from the tasks that were creating the burnout.

Past, Present and Future Fears

We can be susceptible to fears because our resources may not be living up to the challenges that come our way. Let's break it down into 3 areas.

Fears about the **past** can be related to PTSD, time when we failed and the feelings that we had to suffer through due to a stressful situation. We defiantly don't want to go through those same pains again. Mostly there are only 2 things that we can do about those past pains. The first one is to plan to fix our environment so that that same past pain doesn't occur again. The 2nd one is to seek treatment to heal and to let go of that past hurt. By recognising that PTSD and past pain as what it is, the brain is trying to keep you safe so that you don't have to suffer in the same way again, you can thank the past pain for it's protection and then be much more capable of healing and letting it go than if you were to simply avoid or fight against it.

Present fears are often about the process being too hard. If the amount of energy or time that you have seem to be inferior to the amount of energy and time needed, then this deficit can create pain and fears. The idea here is to ask for support, be reasonable about how much you can achieve in 1 day and to take appropriate breaks so that you are constantly resetting your energy throughout the day.

Future Fears is where we believe that the future won't be any different or won't be any better than the present, for such a long or extended time that it becomes difficult to become excited about and even easier to get worked up into a panic about. The truth is that we have no idea about what the future will be like. However, it takes risk to change paths. Most people who regret the past tend to regret Not taking action over regretting the action that they took.

Burnout first came from terminology describing what happens when a rocket is no longer in control. The rocket has all of this momentum, however can no longer be course corrected or steered.

This is the same for occupational burnout. The feeling is very much about a lack of control where you can't steer or create a different future for yourself.

The key to creating your future is to stop, take the space that you need to reflect, ask for help and to actually make the big decisions that you will thank yourself for later.

Burnout isn't a life sentence. It's a wake-up call.

So let's wake up.

What do you actually want your life to be like in 12 months?

This is your life. What do you want to change?

What would create a feeling of reward that lights you up every day and gets you to be excited about what you're working on?

And are you being too hard on yourself when it comes to tracking results? Or are you being bullied or does somebody else have a habit of being too hard on you.

Make sure that you address burnout early and to put your happiness first. You'll thank yourself for it later.

Are you in business for yourself?

Are you up for a challenge?

We have the ultimate challenge for you to do something new to grow your empire in a refreshing new community of support and challenge to help grow your business into something that you will truly enjoy.

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