



THE
BRILLIANT
LEAD

From
Burnout



To Thriving



*Worker
Well-Being
Mini-Workbook*

Introduction

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

Sequoia Owen



Which stage of burnout are you experiencing?

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



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.

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.

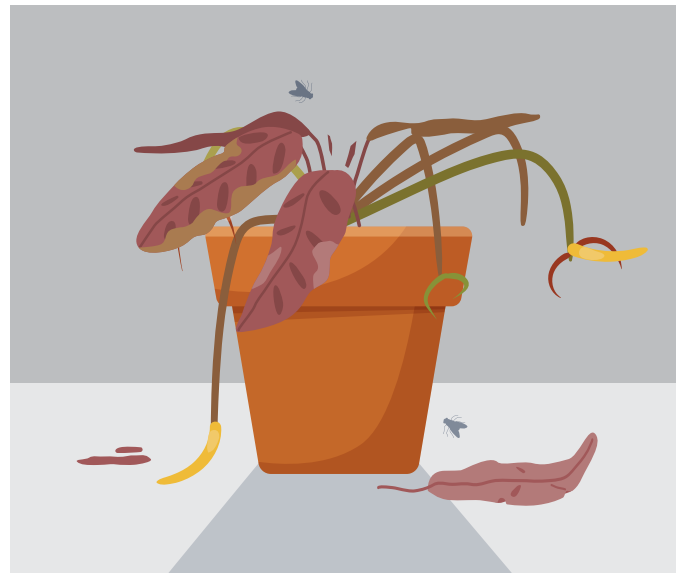
STAGE 4: BURNOUT



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.

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:

[CLICK HERE](#)



Be gentle with yourself.

Beginning Your Work

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

Session Takeaways

- ◆ 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

Session Takeaways

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

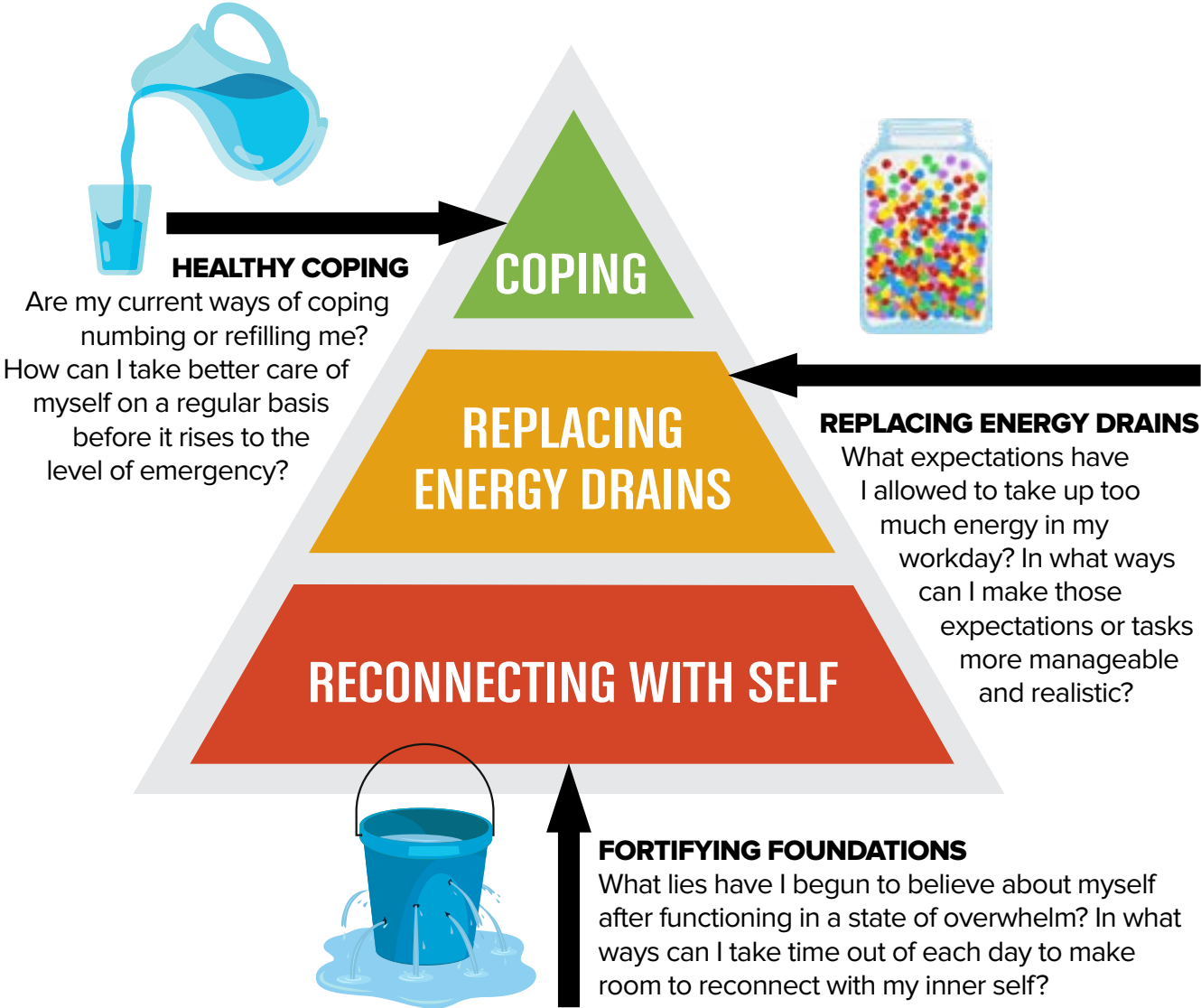
- ◆ The traditional approach to dealing with burnout is _____. If we view burnout as trauma, we start to realize why this approach doesn't work for everyone.
- ◆ Deep levels of burnout begin to poke holes in our _____ and separate us from our _____. So it is important to build resilience by reconnecting 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 _____.

MODULE 2

Reflective Practice

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

Start by reflecting on the questions that align with your identified stage of burnout.



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!](#)



I'm so excited for you as you embark on this journey to a whole and thriving life. I sincerely hope that you've found this material useful.



Thank You!