

**ELEVATE** 

**BURNOUT PROTECTION**

# BURNOUT PROTECTION

Burnout doesn't hit like a lightning bolt, it creeps in.

You're not lazy. You're not broken. You're just running on a system that was never built to handle the constant intensity, pressure, and mental load of modern leadership.

This guide is designed to help you:

- Recognise the signs before they spiral
- Rebuild energy and resilience without time off
- Stay sharp and effective without sacrificing yourself in the process

Because high performance should be sustainable, not a slow collapse.



*Gavin Walsh*

**Head Coach**

# THE BURNOUT CONTINUUM

Burnout isn't binary. It's a sliding scale.

Stage	Symptoms
<b>1. Over-Drive</b>	Working longer hours, skipping breaks, wired but "fine"
<b>2. Decline</b>	Sleep disruption, emotional volatility, reliance on caffeine/alcohol
<b>3. Disengagement</b>	Cynicism, poor decision-making, memory lapse
<b>4. Shutdown</b>	Exhaustion, withdrawal, physical symptoms, zero motivation

✦ Most business leaders don't realise they're at Stage 2 or 3 until something forces a stop.

# Early Warning Signs You're Slipping

- Waking up tired even after 8 hours
- Re-reading emails because your focus is shot
- Snapping at small things or zoning out in meetings
- Using food, booze or scrolling as coping tools
- Still "delivering" but mentally checked out

If this feels familiar, it's not just stress. It's your system hitting overload.

## The Burnout Equation

**Chronic Stress – Recovery = Burnout**

It's not always about doing too much. It's about never fully switching off.

## The Burnout Identity Trap

High performers often push harder when they start to slip. Why? Because slowing down feels like failure.

If your self-worth is tied to your output, rest feels risky. That belief needs to go if you want to keep playing the long game.

# The 3Rs Recovery Framework

Use this model to reset with intention:

- 1. Recognise:** Spot the signs and stop pretending you're fine.
- 2. Reassess:** Review your schedule, stress and habits.
- 3. Rebuild:** Layer in recovery systems that restore energy.

## The Burnout Reset Protocol (7-Day)

Use this if you're already drained and need a hard reset.

### Days 1-2: Downshift

- Cancel low-priority meetings
- Walk, stretch, hydrate
- Early nights with protein-rich meals
- 10 mins no-screen wind-down before bed

### Days 3-4: Rebuild Routine

- Morning sun + water
- Light movement pre-lunch
- 8.30pm wind-down starts
- Phone off by 9pm

## **Days 5–6: Energy Audit**

- Score these (1–10): Sleep, Stress, Food, Movement, Hydration
- Pick the lowest score and fix it with one small habit

## **Day 7: Strategic Recommitment**

- Set a new boundary (e.g. no work after 7pm)
- Tell your coach or someone you trust
- Book your next mini-reset (48hr break)

## **What Recovery Isn't**

Recovery isn't:

- Lying in bed on emails
- Scrolling for two hours on your phone
- Using alcohol or food to switch off

Recovery restores your nervous system. It's intentional, not accidental.

# **Burnout-Proof Habits (Long-Term)**

- Work in 90-minute sprints, not all-day slogs
- Eat protein and hydrate before fixing your mindset
- Wind down by 8.30 PM with low light and no tech
- Protect one evening and one weekend day, no matter what
- Book quarterly resets in advance, not when you're desperate

## **When to Ask for Help**

If you feel flat, stuck or unsure how to get back to yourself, that's the signal. Not a sign of weakness.

You don't need to white-knuckle your way out of burnout.

Coaching, therapy, even just talking it out can help you rebuild quicker and smarter.

You're not broken. You're just out of fuel. Let's fix that.