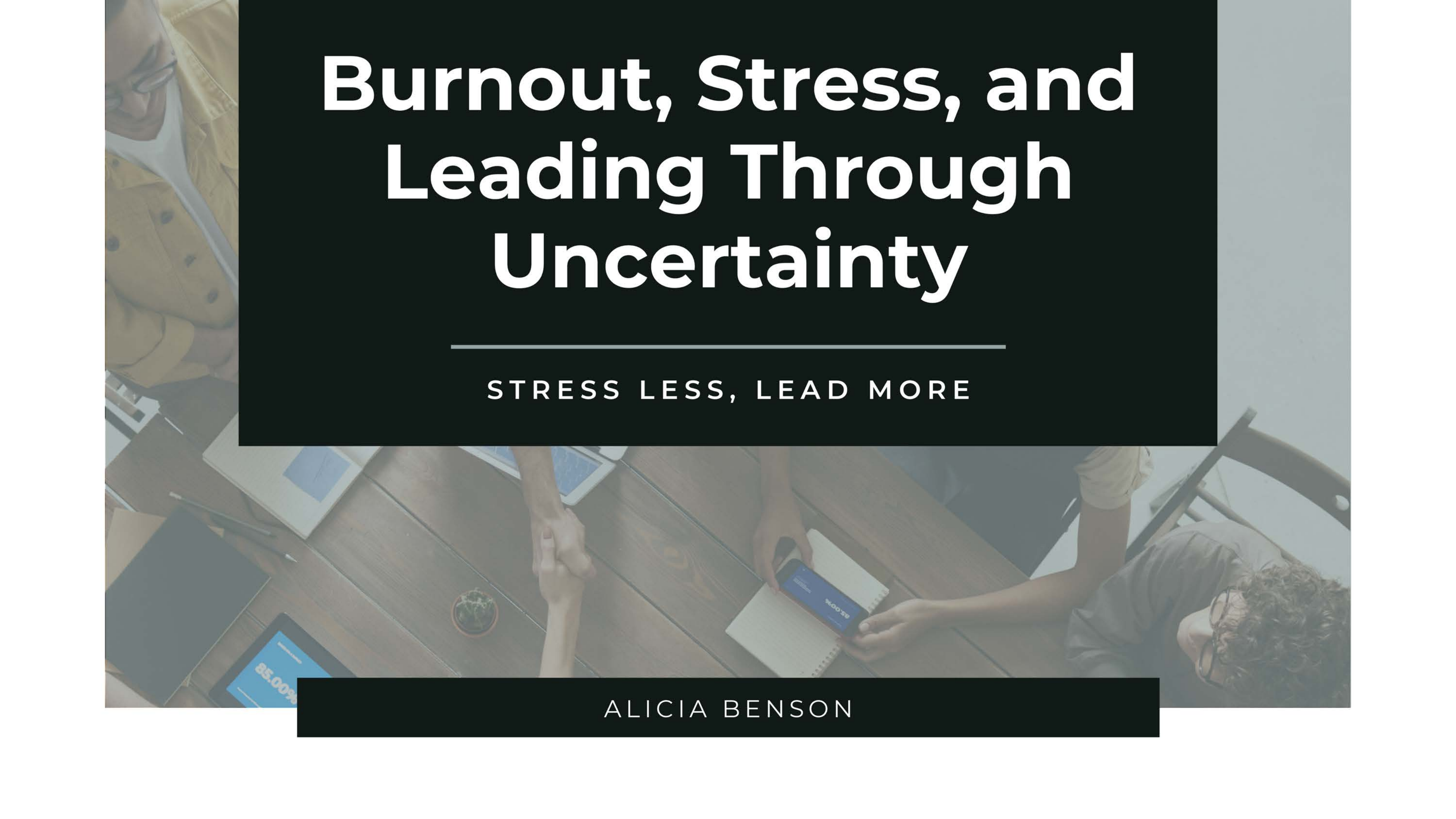




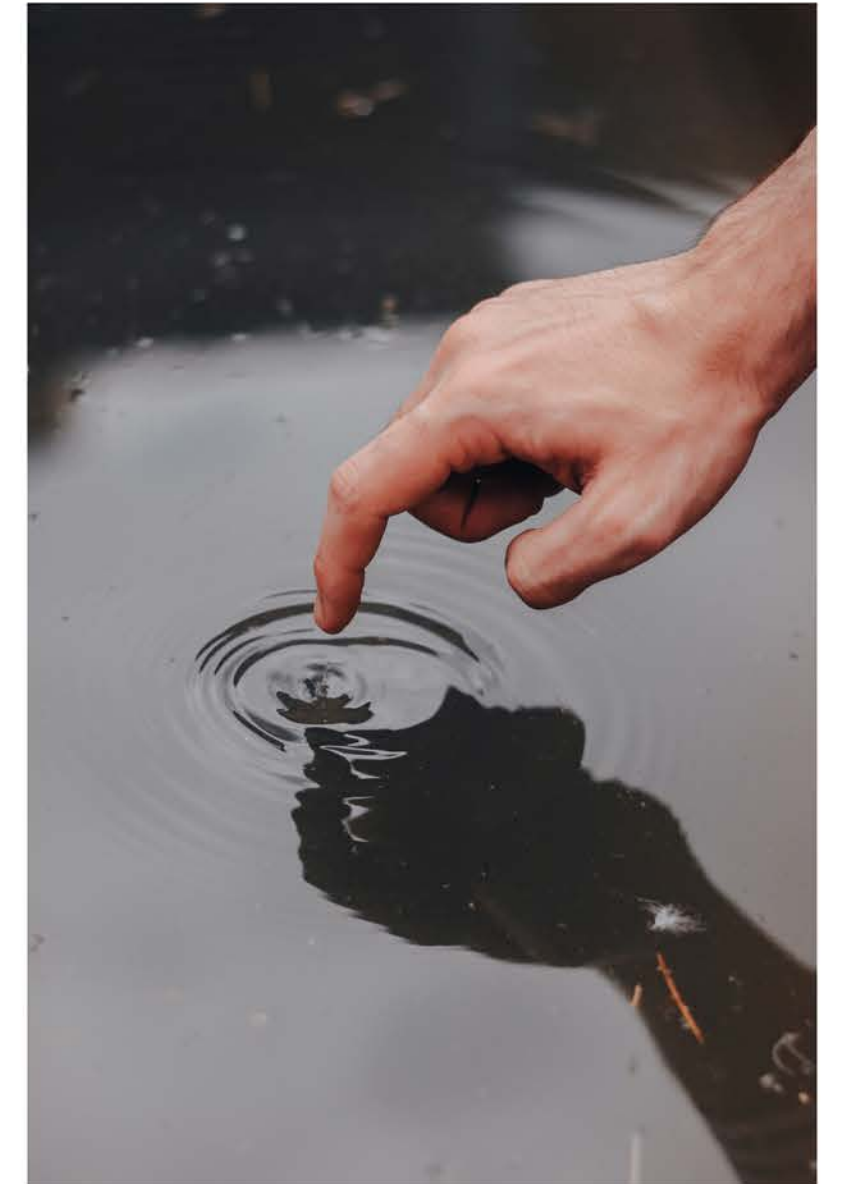
Burnout, Stress, and Leading Through Uncertainty

STRESS LESS, LEAD MORE

ALICIA BENSON

Your Leadership Shapes Iowa Communities

- Your work is critical
- Stay in the game together
- Burnout can try to take you out of the game





Alicia Benson

From Engineer to Management
to Leadership Coaching

Diverse Leadership Experience

- Caterpillar: Leadership in a corporation
- Small manufacturer leadership team
- State of Kansas: Public-sector leadership insights

Help Leaders from all Industries

- Work with leaders from various organizations
- Train and coach engineers now managing people.
- Help them lead with confidence and impact



You'll Learn...

- 1 What burnout is and how it happens**

Discover how burnout can drain your energy and enthusiasm by causing emotional, physical, and mental exhaustion.
- 2 How to prevent burnout**

Learn to prevent burnout by understanding the stress cycle that is happening in the modern workplace.
- 3 Strategies to support yourself and team**

Discover simple steps to prevent burnout for you and how to prevent burnout in your team.



Adam Grant • Following

Organizational psychologist at Wharton, #1 NYT bestselling author of TH...

1w •

...

"Quiet cracking" is the new term for silently disengaging from a job that slowly breaks your spirit. Let's call it what it is: burnout.

The major causes are the same as they've always been: being overworked, undervalued, and disrespected.

If leaders want to cure it, they need to make it safe to talk about it.

Employee discussions of burnout have surged over the last year

Share of Glassdoor reviews mentioning related terms, indexed to 100 at Q4 2019



Source: Glassdoor, reviews from U.S. full-time & part-time employees, updated through March 16, 2025

'GLASSDOOR'
Economic Research



You and 7,859 others

642 comments • 621 reposts

1

What burnout is and how does it happen

- Burnout
- Stress and Stressor

Burnout

It is characterized by emotional, physical, and mental exhaustion resulting from excessive and prolonged stress.

Impact of Burnout:

- **Emotional Exhaustion:** Feeling constantly drained and lacking energy.
- **Depersonalization:** Becoming detached or indifferent toward work and others.
- **Reduced Accomplishment:** Feeling ineffective and that efforts are unproductive.

Stress and Stressors

STRESS

Body's natural response to any demand for change, including physical, emotional, and psychological reactions

STRESSOR

Specific causes of stress, such as physical fatigue, emotional pressures

Stressor Categories

CONTROLLABLE

You can directly change or remove the stressor through your own actions.

INFLUENCE ONLY

You can shape it, but not control the outcome.

UNCONTROLLABLE

Outside your control; focus on your response.

EXERCISE

Knowing Your Stressors

2

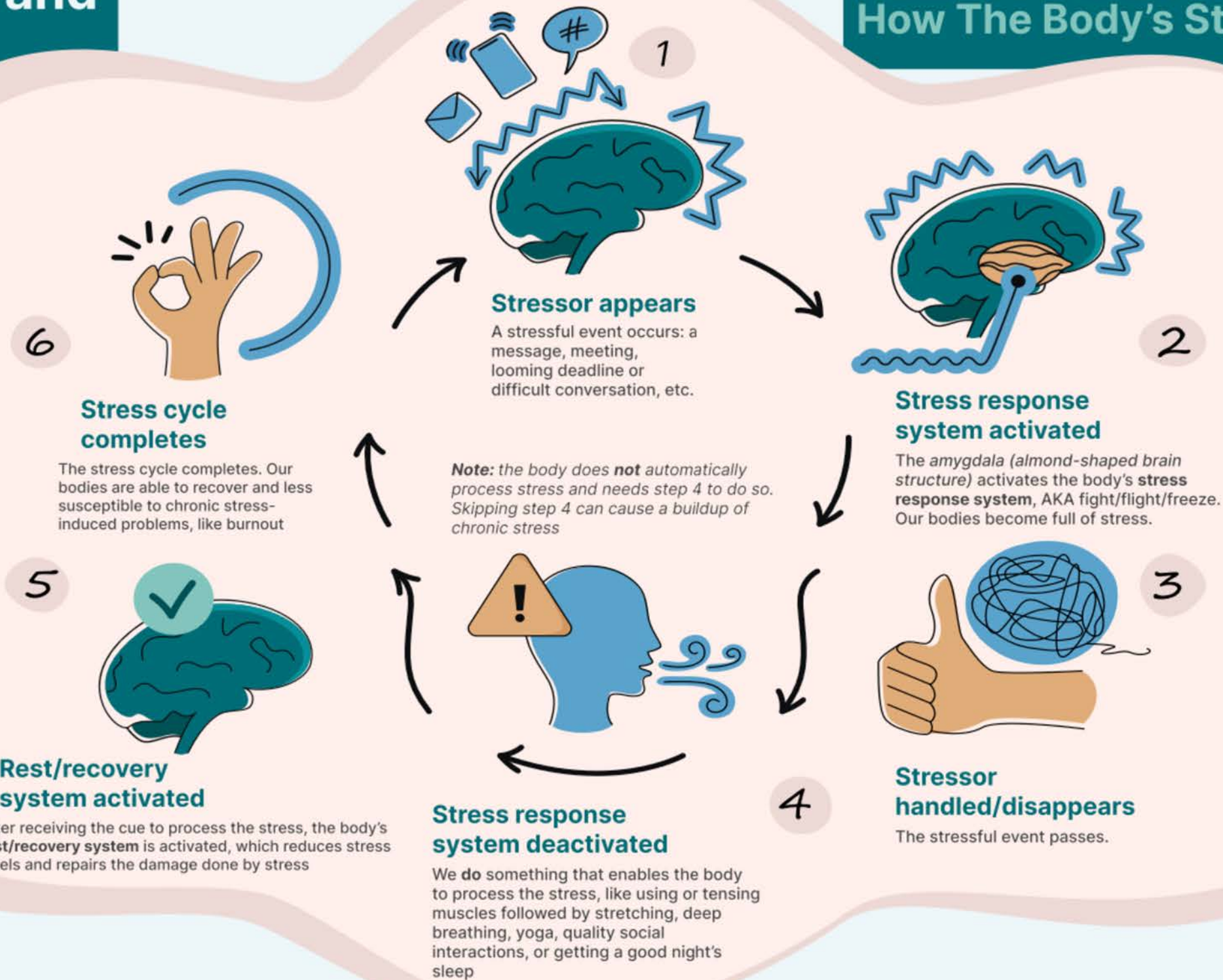
How to prevent burnout

- Stress Cycle
- Completing the Stress Cycle

Stress Cycle

Burnout Recovery and Prevention Tips

How The Body's Stress Cycle Works



Modern Stress

STRESSORS

Emails or meetings
can activate stress
responses

INCOMPLETE CYCLES

Lack a physical
outlet, leaving the
stress cycle broken

STRESS BUILDUP

No activity to
process stress
hormones and the
body stays in a
heightened state

“

The stress itself will kill you faster than the stressor will - unless you do something to complete the stress response cycle.

While you're managing the day's stressors, your body is managing the day's stress. It's absolutely essential to your well-being that you give your body the resources it needs to complete the stress response cycles that have been activated.

*Emily and Amelia Nagoski Burnout : The Secret to
Unlocking the Stress Cycle*

”

Completing the Cycle



Physical Activity



Deep Breathing



Positive Social
Interaction



Laughter



Creative Expression



Affection



Crying

EXERCISE

Complete the Stress Cycle

Tackling Controllable Stressors

- **Plan Ahead:** Delegate and offload controllable stressors
- **Anticipate Stressors:** Visualize successful stress management
- **Use Resets:** Schedule or add reminders for micro breaks
- **Communicate Needs:** No one can read your mind

EXERCISE

Controllable Stressors

3

Strategies to support your team

- **Completing the Cycle**
- Supporting your Team

Strategies to Help Your Team

Listen & Communicate

- Listen first
- Meet 1:1
- Share context, invite questions

Clarify & Prioritize

- Use Yes / Not Yet / No
- Make next steps clear

Model & Normalize

- Show breaks and micro-resets
- Demonstrate healthy boundaries

How Leaders Signal Safety

Leader Actions

- Share your own stress-reset habits
- Ask open-ended questions in 1:1s
- Follow through on feedback or commitments
- Set and honor healthy boundaries (lunch, end-of-day)

Employees Hear

- “It’s okay to take breaks and manage stress.”
- “My manager wants to hear what’s really happening.”
- “I can trust what we discuss will matter.”
- “Boundaries are respected here.”

Learn More and Resources

Podcast

Unlocking Us: Emily & Amelia Nagoski on burnout and completing the stress cycle
(Oct 14 2020)

Books

- Burnout: The Secret to Unlocking the Stress Cycle – Emily & Amelia Nagoski
- The Burnout Workbook – Emily & Amelia Nagoski

Professional Support

- Employee Assistance Programs
- Therapy
- Coaching

Key Takeaways & Next Step

- Recognize stress vs. stressor and what you can control or influence
- Complete the stress cycle to prevent burnout
- Support your team by listening, clarifying priorities and modeling healthy boundaries

Call to Action

Write one action you'll take this week for yourself or your team.

Want to share this information?

Email me for the electronic copies of the presentation and worksheet