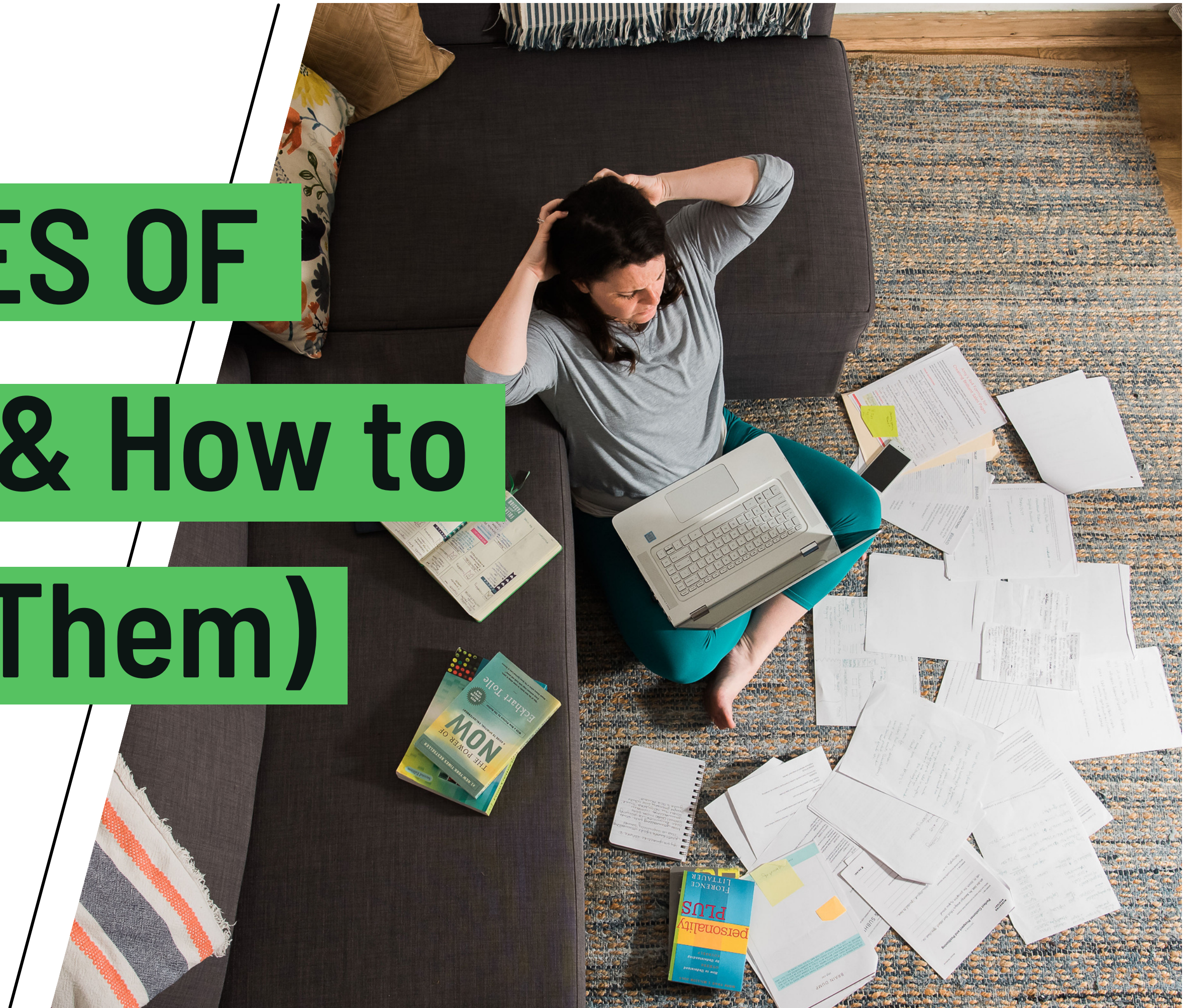




# THE 4 TYPES OF BURNOUT (& How to Overcome Them)

with  
Ellyn Schinke, MS, CLC





# Hello! I'm Ellyn

- Masters in Science
- Certified Professional Coach
- 10 + years in science
- Burnout and stress management expert and coach
- Fortune 50 and 100 clients at JP Morgan, Amazon, VISA, & more
- Corporate speaker at Organizations, Universities + more





# WHO Recognizes Burnout as an "occupational phenomenon"



"... chronic workplace stress that has not been successfully managed. It's characterized by 3 dimensions: feelings of energy depletion, feelings of negativism or cynicism related to one's job, and reduced professional efficacy..."

From the 11th Revision of the International Classification of disease in May 2019



**"...phenomena in the occupational context and should not be applied to describe experiences in other areas of life..."**

From the 11th Revision of the International Classification of disease in May 2019



# BURNOUT IS HOLISTIC

No offense to the WHO, but it's not possible to compartmentalize our work lives away from the rest of our life...





# We're **OVER** the **Eyeball-worthy** Advice and I will not tell you to...



## SLEEP

Yes, sleep is important, but you know that. We need the stuff you *don't* know or have never thought about...



## WORK LESS

Sometimes, that's not always the fix and sometimes that's totally out of our control...



## QUIT YOUR JOB

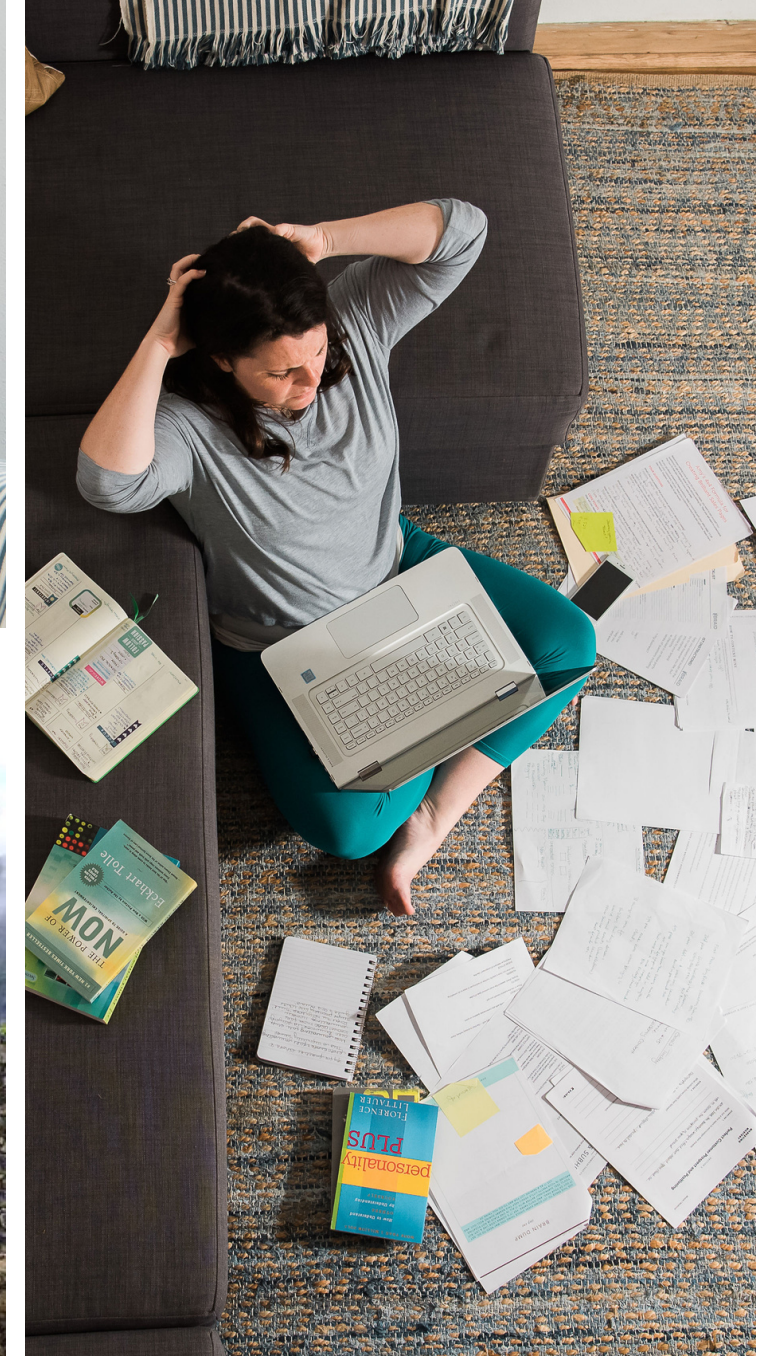
Job searches are stressful in and of themselves and until you know yourself and your triggers, it might not fix your burnout.



# What You Can Expect

- A description of the 4 types of burnout
- Tips specific to each of the 4 types that will help you to overcome each of the 4 types of burnout
- No eye-roll worthy advice
- The "obvious" stuff will be packaged in a meaningful, intentional, different way





# The 4 Types of Burnout

Because all burnout  
is *not* created equal

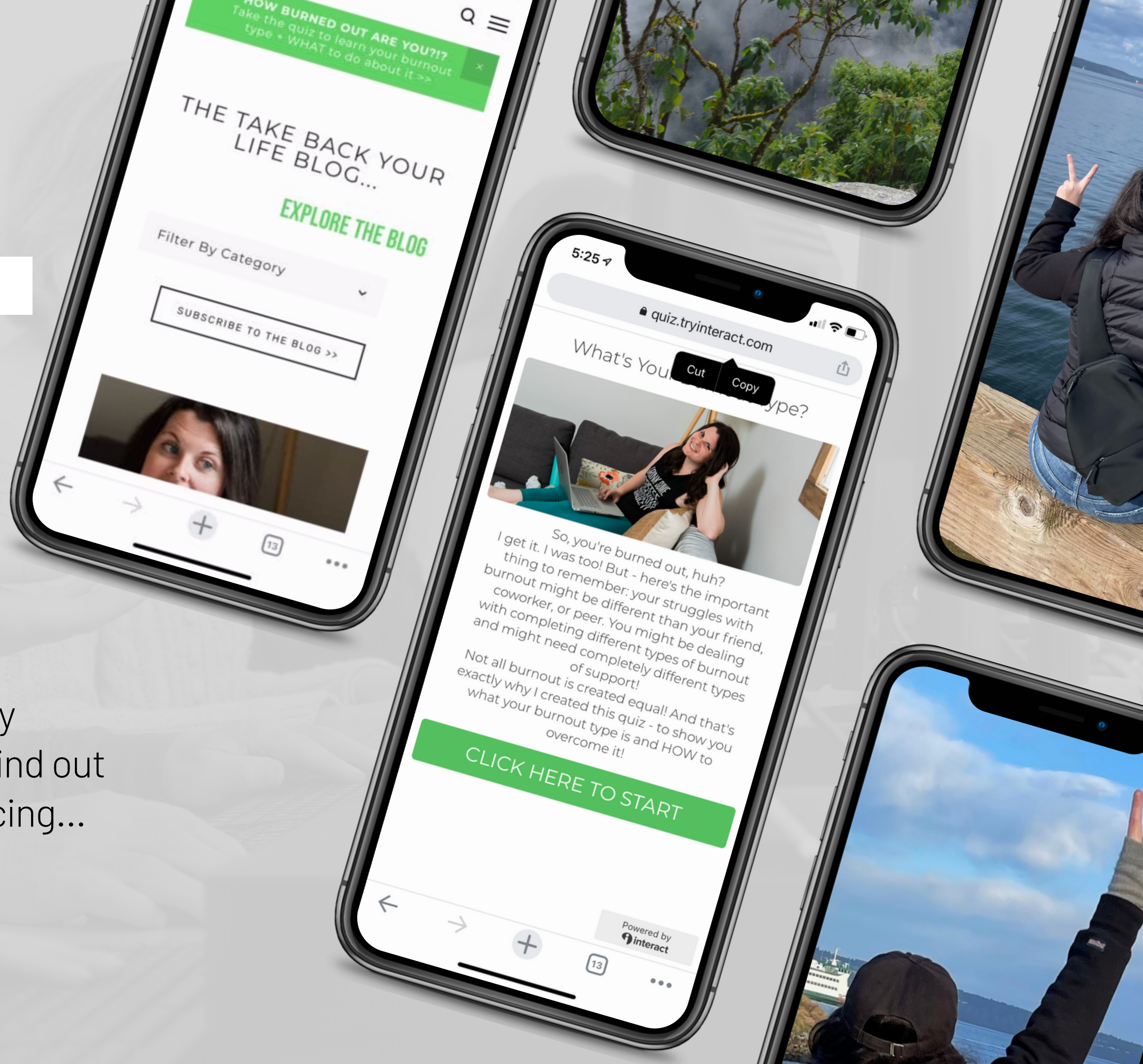






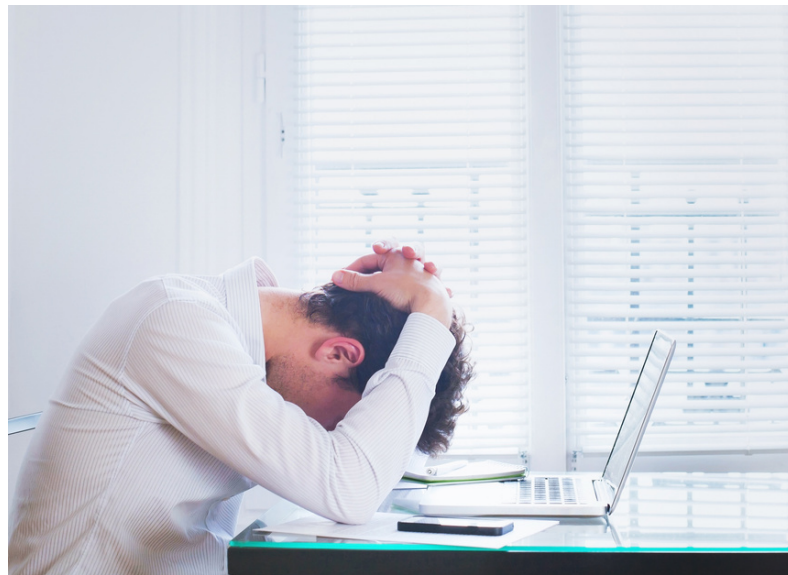
# Did you know there are 4 types of burnout?

For pre-work, you were directed to my "What's Your Burnout Type?" Quiz to find out what type of burnout you're experiencing...





# The 4 Types of Burnout



## *Physical Burnout*

This is the self-care side of burnout and the one we usually think of. You're exhausted, strung out, and hard to ignore.



## *Overwhelm Burnout*

When you feel like life is one big to-do list and you're drowning in tasks and responsibilities. The productivity side of burnout



## *Emotional Burnout*

Perhaps the easiest to ignore. It's the fulfillment side of burnout and can show up as apathy, disinterest, lack of motivation, etc.



## *Boredom Burnout*

This is a sneaky one but it takes a lot to engage yourself in something you don't feel excited about. It's the "silent killer".



**Knowing Your Burnout Type Helps  
you take specific actions toward  
what you most need**



# Action Step

Which type of burnout you're most likely *currently* experiencing (or what you got on the quiz)...?

Overwhelm? Boredom? Emotional? Physical? Drop your burnout type in the chat box!

Use this to focus your efforts for the rest of the talk...





# HOT TIP:

## Before we get into things...

As we got through each of these tips, know that I will be giving you several tips for each type of burnout.

This is to give each of you multiple ways to approach it.

**HOT TIP:** To avoid getting overwhelmed, focus on prioritizing these tips and building one habit at a time...

*HOT TIP*



# Managing Each Type of Burnout: PHYSICAL



# Signs of Physical Burnout



## *Physical Burnout*

This is the self-care side of burnout and the one we usually think of. You're exhausted, strung out, and hard to ignore.



Feeling  
Drained &  
Exhausted

Getting sick  
more  
frequently

Changes in  
your basic  
self-care  
patterns

Low Mood



# To Get Started, focus on making self-care easier

I think part of the reason why we physically burnout and deprioritize our self-care is because we make it too hard. So, here are some tips to make your self-care easier...



## *Consider Working Out At Home*

There are several different companies that offer diverse types of at-home workouts. It's an easier commitment for many than going to a gym



## *Keep a Water Bottle with You At All Times*

Low energy sometimes comes from dehydration, so make it easy and keep H2O around always. Plus you can add Mio (for ex.) to make it taste better



## *Meal Prep OR Use Home Delivery Meals for Easier Access*

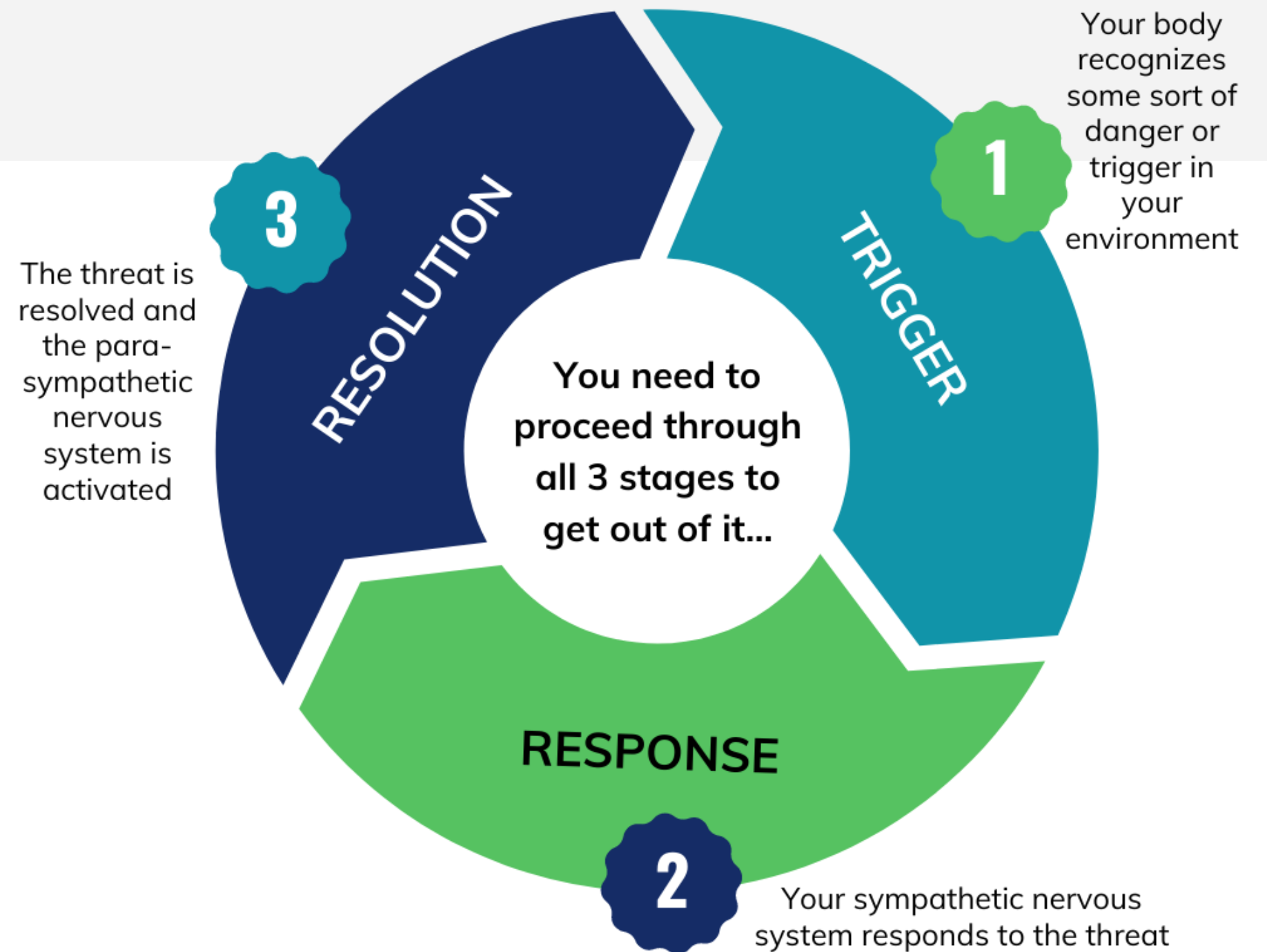
When I'm busy, healthy eating is easy to backburner. What helps is having grab and go food available, whether it's food you make OR buy.





# Learn to hack your Stress Cycle

- Highly primitive. Has been used to escape threats.
- The Trigger Stage. What used to be mountain lion or saber tooth tiger is now a meeting, deadline, or lingering email.
- The Response. Fight, flight, or freeze.
- The Resolution. We neglect this stage. It requires something physical.



@COACHELLYN



# 3 Ways to Resolve the Stress Cycle

Resolving the stress cycle has to be physical. We used to run or dance. Now, we need to find ways to incorporate that same physical release.



## *Moving Your Body*

This could mean going for a walk, exercising, dancing, etc.



## *Laughing or Crying*

Both involve a release emotionally as well as a release physically



## *Tensing Up + Releasing Muscles*

Simply intentionally tightening your muscles and then releasing it can be enough.



# Tricks to Help With (& Improve) Your Sleep

I have a number of go-to sleep hacks and tricks that I have found helpful when it comes to improving our sleep. Because sleep is crucial for physical self-care...



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## *Routines for Sleep*

We can't just expect ourselves to magically switch off and fall asleep after watching TV or working. Focus on creating a routine that winds you down (not up) in preparation for sleep...



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## *Creating a Good Sleep Environment*

To get good sleep, our environment needs to be conducive to sleeping. Ideally, it needs to be cool, dark, and quiet. Even if it isn't, there are steps you can take to make it so...



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## *Supplements for Sleep*

I am not a doctor, but from what I've tried and what I've read about, I recommend Magnesium and Vitamin D for sleep. Check out the book "Sleep Smarter" by Shawn Stevenson for more information.



# Managing Each Type of Burnout: OVERWHELM





# Signs of Overwhelm Burnout



## *Overwhelm Burnout*

Feels like: Life is one big to-do list and you're drowning in tasks and responsibilities. The productivity side of burnout



Inability to  
focus per  
usual

Constantly  
feeling  
overwhelm

Difficulty  
making  
decisions

Difficulty  
handling  
change or  
getting started

Feeling like  
you have too  
many  
demands

Never having  
time for  
yourself

Being over-  
engaged in  
your work



# Small Changes that Can Have a Big Impact on Overwhelm

- Cut down on your content consumption. If you're already overwhelmed, the last thing you need is more stimulation from news, social media, texts, etc. How can we do this?
  - Morning "phone-free" time.
  - Evening "phone-free" time.
  - Phone-free days.
  - Spending time in silence
    - While walking
    - While driving in your car



Stop enslaving yourself to the bells and whistles coming from that little electronic box. The people sending them? They can wait.



# Change How You Approach Your To-Do List...

	Urgent	Not Urgent
Important	<b>DO</b> Pull a "Nike" and just do it!	<b>SCHEDULE</b> Commit to a time + do it then!
Not Important	<b>DELEGATE</b> Find someone to help you with it!	<b>DELETE</b> Eliminate it!

Use a decision priority matrix to determine what activities benefit you and your career the most

One of my favorite quotes: *"Overwhelm isn't having too much to do, but not knowing where to start. - Tanya Dalton"*

There are two things that can help with this feeling:

- Breakdown your to-do list items into smaller tasks. That way you know exactly what needs to be done to check off that task.
- Prioritize tasks from the get-go. Use a decision priority matrix to help you prioritize, delegate, and delete unnecessary tasks



# Lastly, Change-Up Your Mindset



## *Stop Being a People Pleaser (& Taking On Too Much)*

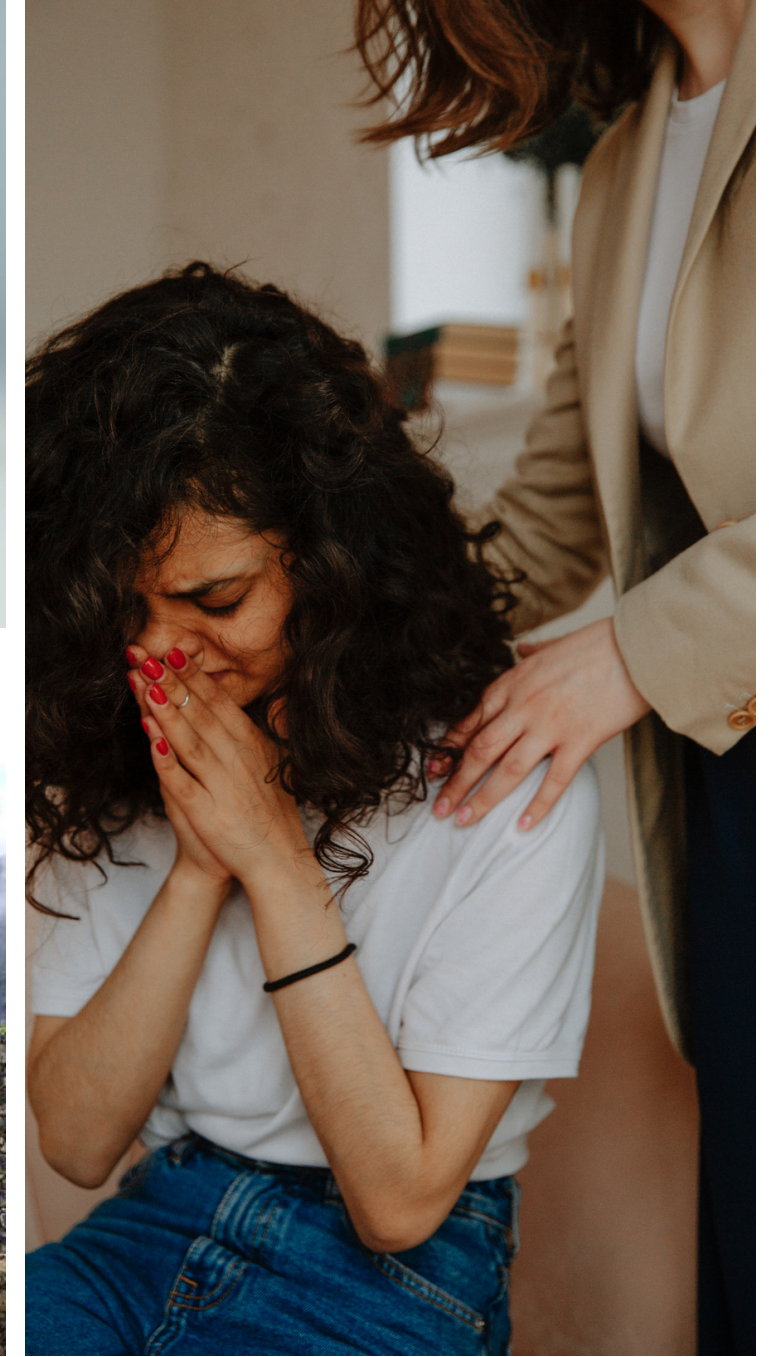
Yes, do your job. But you're already stretched thin, so tell the people-pleaser in you to be quiet - you don't have the bandwidth to take more on. This includes personal commitments.



## *Don't Worry About Things You Can't Control*

A big part of overwhelm for high-achievers is seeking control. But here's the long-and-short of it - you can't control everything. Focus on releasing expectations, what you say "yes" or "no" to and your emotional responses...





# Managing Each Type of Burnout: EMOTIONAL





# Signs of Emotional Burnout



## *Emotional Burnout*

Feels like: The fulfillment side of burnout and is perhaps the easiest to ignore. It can show up as apathy, disinterest, lack of motivation, etc.



Feeling like a failure or feeling hopeless

Emotions are all over the place

Declining performance (and not sure why)

Numbing more with alcohol, TV, food, etc

Your social life is going downhill

Getting more negative, cynical or pessimistic

Feeling apathy, disinterest, or unmotivated



# Awareness is the first step...

This is an important step for any type of burnout, but it's perhaps most important for emotional burnout. Otherwise, it feels *fictional* and like you made it up...

So step 1 is being transparent with yourself and acknowledging you're experiencing any of the signs on the previous page.





# Set Boundaries & Expectations

Sometimes we emotionally burn out because we feel taken advantage of. Setting harder boundaries helps to minimize our sources of burnout. This might look like:

- Set work blackouts and end-of-day cut-offs for when you'll accept meetings, calls, emails.
- Telling family and friends when you are and are not available...

Setting (& managing) expectations is important because we might emotionally burn out when our expectations aren't being met.





# Making Time for Rest

If you're emotionally burned out, you might need to proactively take a time-out.

This can look like a vacation or time-off, but it doesn't have to. Try a "daily mini-vacation" as well...

- 1 Take 5-15 minutes and step away for a moment.
- 2 Savor something. It could be a glass of wine, a cup of coffee, a moment in the sunlight, a great song, etc. Just savor something





# Prioritize Time for your Mental/Emotional Health



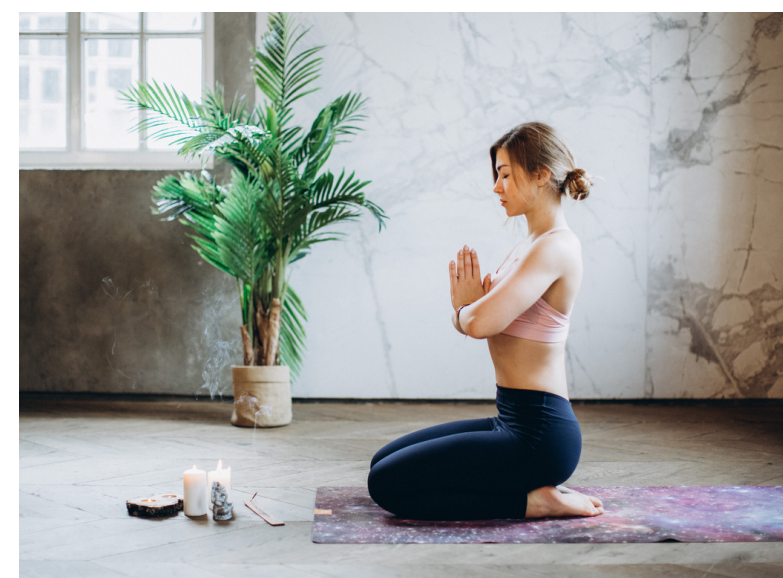
## *Express your emotions*

We can do this by journaling, going to therapy, or by verbally processing (ie. talking into your voice app on your smart phone).



## *Connect with close relationships*

Social self-care is a form of self-care and if we feel lonely or like we don't have anyone to talk to, it exacerbates emotional burnout



## *Consider trying meditation*

Meditation can be a great tool to connect you to your intuition AND to make space in your day for quiet, calm, and inaction.



## *Learn Your Values*

We can get emotionally burned when we're disconnected from our core values or when we're not living in alignment with them.



# Managing Each Type of Burnout: BOREDOM





# Signs of Boredom Burnout



## *Boredom Burnout*

Feels like: This is a sneaky one but it takes a lot to engage yourself in something you don't feel excited about. It's the "silent killer".



Feelings of  
irritation and  
cynicism

Lack of  
fulfillment &  
motivation

Lack of  
challenge or  
engagement  
in your work

Feeling like  
you're "going  
through the  
motions"





# Why We Get Bored In Our Careers & Lives

There's different zones we experience depending upon how much we're challenging ourselves.

We get bored when we spend too long in our comfort zones, but it also makes total sense as to why we do - it's comfortable! Plus, the next zone beyond the comfort zone is the "fear zone", so most of us tip-toe into the fear zone, feel that discomfort, and then move back.

The goal is to push into the learning zone and then the growth zone. When we're in these new zones, we're adding skills and we're engaging more with those new skills because it's *uncomfortable* and more challenging!



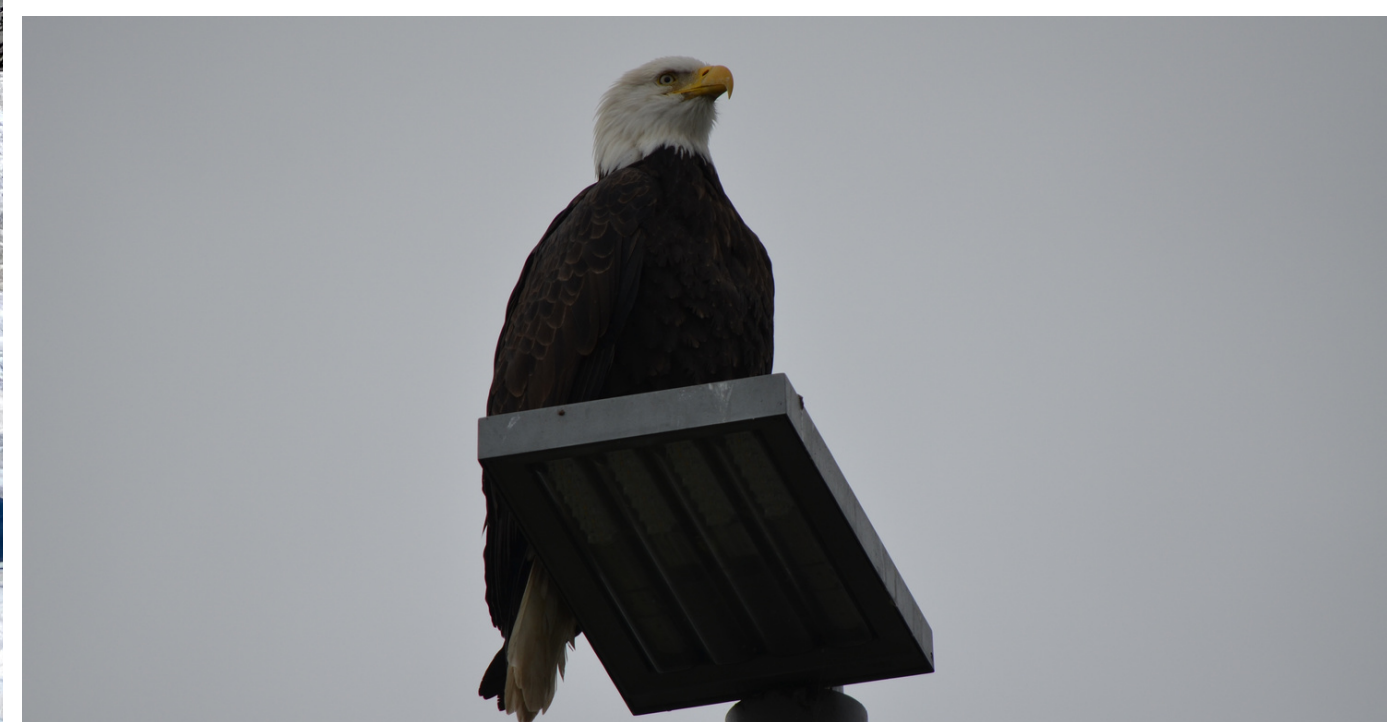
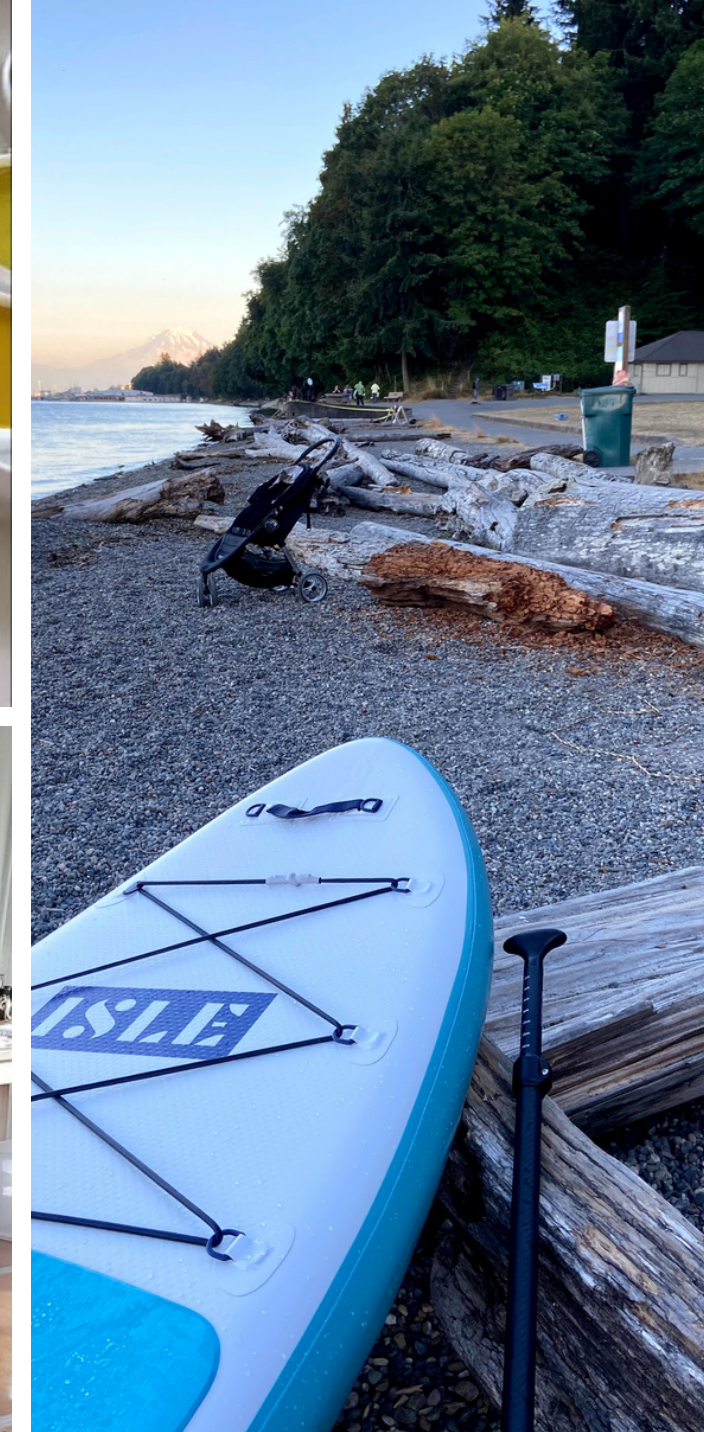


# Focus on Learning Something New

This can be personally or professionally.

We all get bored when we're doing the same thing day-in and day-out, so mixing it up in our professional environments by learning a new skill or taking on a different kind of project can help.

Personally, consider trying out that hobby you've always wanted to try but "never had time for." Make time and see if it helps you find the spark!





# Weird tricks that help with boredom...

- Get enough sleep. Boredom often means we lack energy. Your struggles to engage might be because you're not resting enough...
- Change your environment. You might be bored of your *environment*, not your work!
  - Add some color to your desk space
  - If you WFH, switch up where you're working
  - In your office, try to work from somewhere other than your desk occasionally or go to a nearby coffee shop!





# Last, but not least - **KNOW YOUR WHY...**

If work is what's boring you, remind yourself why you wanted to do that work in the first place! This helps us set expectations. For example, did we want the job...

- ...for the prestige or the paycheck?
- ...because we were passionate about the mission?

If the thing that drew you to the work is still there, maybe we need to adjust our expectations. If not (or it doesn't have the same draw/impact anymore), maybe we do need to try something new...



# Something that Helps with All 4 Types of Burnout





# Reviewing Yourself Can Show You What You Need



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## *Weekly Reviews*

This is beneficial for getting real time data week-to-week. It's extraordinarily helpful.



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## *Monthly Reviews*

These reviews give you a bigger picture overview of what's working and what's not...



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## *Quarterly Reviews*

These reviews allow your to pivot and make changes more frequently. It also allows you to approach life in seasons

### *Powerful Questions to Ask:*

*What went well? What didn't go well? What can improve?*



# Non-Judgmental Self-Evaluation

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When we're reviewing ourselves, we're essentially just collecting data on how things are going and just like *any* experiment, we need to be objective when we evaluate ourselves.

But, more so than that, we need to be non-judgmental and compassionate toward ourselves in regard to our work, our burnout, and the things that are causing it.

Give yourself permission to be overwhelmed, to need a break, to be imperfect, etc.





# Action Step

What's one thing you can take from today and start incorporating into your life to better overcome the burnout you might be experiencing?

Drop em in the chat!



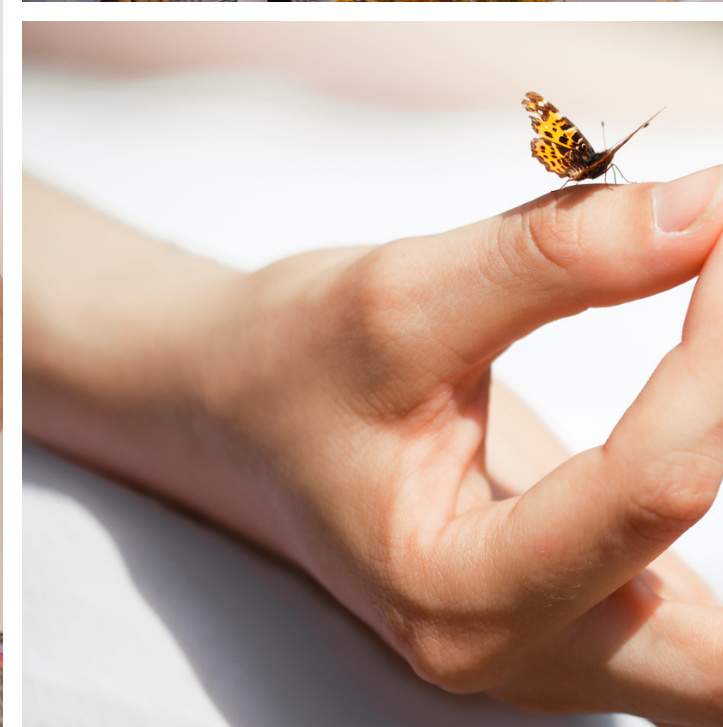




# The end goal? Create Anti- Burnout Routines

Example routines that I use for myself:

- Morning Routine:
  - Meditation (emotional)
  - Reading (boredom)
  - Workout/Walk (physical)
- Evening:
  - Journaling (emotional)
- Weekly/Monthly:
  - Review myself (overwhelm)
  - Incorporating new hobbies & activities (boredom)





# So, to recap...

There are 4 types of burnout and different actions you can take for each...

- 1 Overwhelm Burnout. Feels like: you're drowning in tasks and responsibilities. What helps? Breaking down your to-do list and cutting down on content
- 2 Boredom Burnout. Feels like: takes a lot to engage yourself in activities. What helps? Switching things up - your environment, types of work, etc.
- 3 Physical Burnout. Feels like: You're exhausted, strung out, and hard to ignore. What helps? Making self-care easy, resolving your stress cycle, & better sleep environment
- 4 Emotional Burnout. Feels like: apathy, disinterest, lack of motivation, etc. What helps? Making time for emotional and mental self-care (journaling, for ex)



# Thank You! Any Questions?

You can find me @coachellyn on Instagram,  
on LinkedIn, or at coachellyn.com

For more burnout tools and resources, head  
to [coachellyn.com/start](https://coachellyn.com/start)

