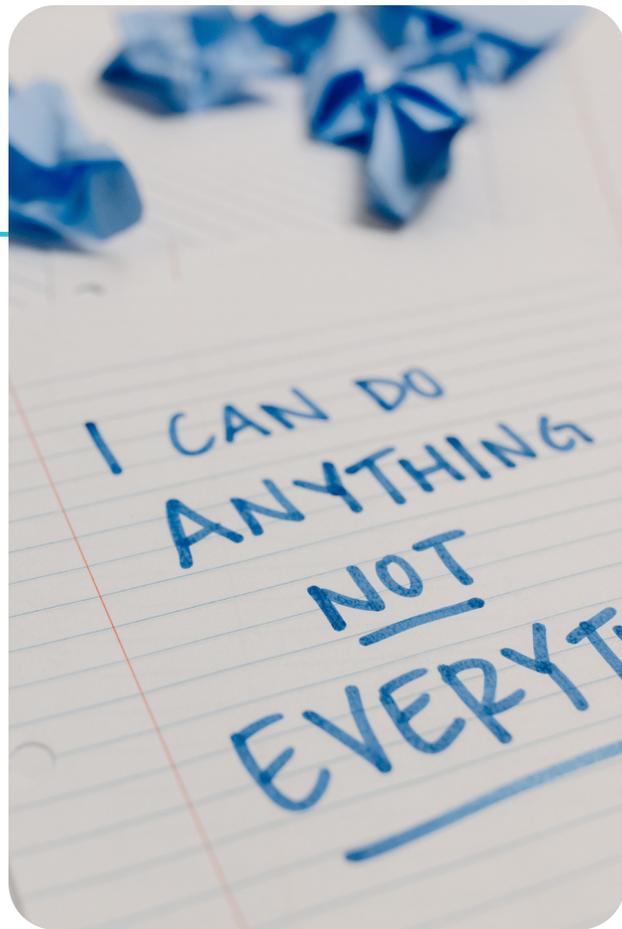


Banishing Burnout:

FIGHTING FIRE FROM
THE ROOTS



Drops In The Bucket



Hi, I'm Deb

I'm a life coach for women, on a mission to help my sisters cut through external BS to find their ultimate truth and live fully, and *joyfully*, from that space. I recently asked myself where women needed the most support, and a single answer kept coming up: we're tired. Not like "we need a nap or a long weekend" tired. Like soul tired. Women are burned out, nearly all of us. It's no secret. Open any women's magazine or read any blog aimed our way and you'll find scores of suggestions for how to fight the fire. But...we're still burning. Which tells me the suggestions aren't working.

Author and motivational speaker T. Harv Eker said "if you want to change the fruits, you will first have to change the roots." This is where conventional advice about burnout goes wrong. The cause of burnout--the roots--isn't your packed schedule, a need for more "me time," or the hectic pace of today's society. These are the fruits of burnout--the results, rather than the cause. Yet all of the usual advice focuses here: get a schedule make-over, use a calendar app for your family, take a spa day, schedule time for rest. These things may make you feel better for a few minutes or a few days, but they leave the roots of burnout untouched. The fire keeps burning, and so do you.

If you want to change the fruits--the exhaustion, frustration, feelings of emptiness and hopelessness, the loss of your spark and your connection to your deepest soul--you first have to change the roots. The root of burnout isn't a lack of time, having too much on your plate, or not getting enough help. The root of burnout is *you being disconnected from YOU*. The fire burns in the gulf between your true self and who you're trying to be in the world. The flames are fanned by cultural expectations, other people's opinions, and how you've altered yourself to meet these external standards. To banish the burn, you need to return to your own center, to come home to yourself. The closer you get to your own truth, the closer you'll be to extinguishing the flames for good.

That process, of fighting the fire from the roots up, is what my Banishing Burnout program is all about. In this workbook, I share some exclusive tools to help you begin identifying the roots of burnout in your life. As you begin to explore the space between your true self and who you are in this moment, notice how the flames begin to recede. And if you need extra support or want to dive deeper, please join me in Banishing Burnout, follow me on social media, or reach out so we can chat. You can schedule a free phone call with me at bit.ly/chatwdeb.

In spite of what you read in magazines and see on social media, being burned out is NOT synonymous with being a woman. There is a way out, a solution that goes deeper than bubble baths and girls' nights, a fire extinguisher that hits burnout at its roots. You've found it, and I'm so thankful you are here.

Deb

FIND YOUR CORE *(Values!)*

TIME: 15-30 MINUTES

PURPOSE: TO IDENTIFY WHAT'S MOST IMPORTANT TO YOU, SO YOU CAN ALIGN YOUR CHOICES WITH WHAT MATTERS

Everyone has a set of core values. Just like your physical core supports your body from the center outward, your core values support your heart and soul. These are the things you hold most dear, the "muscles" that keep your emotional and spiritual center strong.

We all feel our core values, and you can sense the dissonance when you are out of alignment with them. Unfortunately, you may not realize why you're feeling uncomfortable in the moments when your choices move you away from your values. There's a noticeable disconnect, a feeling of internal friction, but without an articulated expression of your core values, it's not always clear what has gone wrong.

Completing this exercise will allow you to see your values with clarity. Once you have them written out, notice the areas in your life that don't align with these central tenets. Work to do more of what is in keeping with your core values and less of what is not and watch the flames recede!

FIND YOUR CORE VALUES!

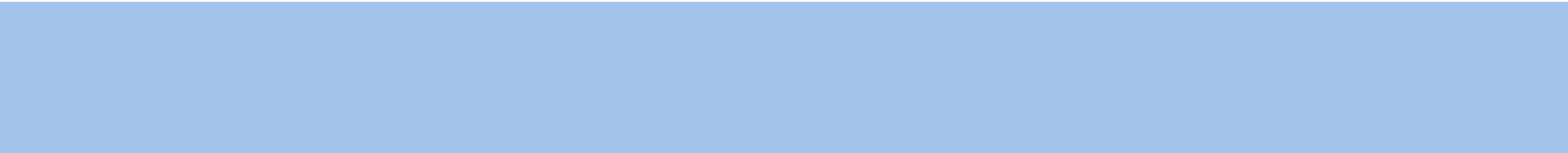
Abundance	Acceptance	Accountability	Achievement
Adventure	Advocacy	Ambition	Appreciation
Attractiveness	Autonomy	Balance	Beauty
Being the Best	Benevolence	Boldness	Bravery
Brilliance	Calmness	Caring	Challenge
Charity	Cheerfulness	Clarity	Cleverness
Communication	Community	Commitment	Compassion
Cooperation	Collaboration	Comfort	Commitment
Community	Competence	Competition	Connection
Conscientiousness	Consistency	Contribution	Control
Courage	Creativity	Credibility	Curiosity
Daring	Decisiveness	Dedication	Dependability
Discipline	Diversity	Ease	Effectiveness
Efficiency	Empathy	Encouragement	Enthusiasm
Environment	Equality	Ethics	Excellence
Excitement	Expressiveness	Fairness	Family
Friendships	Flexibility	Freedom	Fulfillment
Fun	Generosity	Grace	Gratitude
Growth	Financial Growth	Financial Stability	Flexibility
Happiness	Hard work	Harmony	Health
Honesty	Honor	Humility	Humor
Inclusiveness	Independence	Individuality	Initiative
Influence	Innovation	Inspiration	Integrity
Intelligence	Intuition	Joy	Justice
Kindness	Knowledge	Laughter	Leadership
Learning	Love	Loyalty	Making a Difference
Mindfulness	Motivation	Novelty	Obedience
Optimism	Open-Mindedness	Order	Originality
Passion	Patience	Peace	Perfection
Performance	Persistence	Personal Development	Playfulness
Popularity	Power	Predictability	Preparedness
Prestige	Proactive	Productivity	Professionalism
Prosperity	Punctuality	Purpose	Quality
Recognition	Relationships	Reliability	Resilience
Resourcefulness	Respect	Responsibility	Responsiveness
Risk Taking	Routine	Safety	Security
Self-Control	Selflessness	Service	Simplicity
Sincerity	Spirituality	Spontaneity	Stability
Stewardship	Strength	Structure	Success
Support	Teamwork	Thankfulness	Thoughtfulness
Traditionalism	Transparency	Trustworthiness	Truth
Understanding	Uniqueness	Usefulness	Variety
Versatility	Vision	Warmth	Wealth
Well-Being	Wisdom	Zeal	

1. Circle or highlight all the words in the list that speak to you. Don't overthink it; there are no right or wrong answers. Circle as many or as few as you'd like. If you have a value you don't see listed, add it.

2. Group your answers together. Again, don't think too hard. In the space below, create 3-5 groups of words that are related. For example, you might create a group that includes variety, spontaneity, creativity, and adventure, and another that includes ethics, fairness, honesty, integrity, and trustworthiness.

3. **Choose one word** that exemplifies each group. In our example, those might be adventure and integrity. These are your core values.

4. **Create a short sentence** for each value that includes a verb. Examples: seek adventure, live in integrity. Write your answers in the space below.



TIME: 5-10 MINUTES/DAY FOR 1 WEEK

PURPOSE: TO EXPLORE CULTURAL STANDARDS & UNDERSTAND HOW THEY RELATE TO BURNOUT

Did you know you are full of recorded programming? A DVR in yoga pants, that's you. Deep within your subconscious mind, you've got more programming than any streaming service, and that is contributing to your burnout.

In this case, programming doesn't consist of documentaries about octopi or riveting series featuring sexy nobles or genius criminal profilers. We're talking about cultural programming--the external ideas you've been offered since birth about who and how you are supposed to be in this world.

You receive programming from everywhere--family, school, religion, culture, media--about everything--being a woman, a wife, a mother, being straight, gay, rich, poor. The world is literally crammed with this information, and you unknowingly absorb it like a sponge.

Which isn't necessarily bad. When your programming is in line with your core values, it feels good to tune in to your internal streaming service. But when your programming leads you to violate your values (by encouraging you to create debt when you value financial security or to work longer hours when you value time with family, for example), you're widening the gulf where the flames of burnout are born.

YOUR INTERNAL HULU



Programming is the tap-root of burnout. Take, for example, the idea that being burned out is normal for women. Nope, let's *not* take that. Learning to recognize programming and to reject the social ideals that aren't in keeping with your core values is a key fire-fighting skill. Spend some time this week paying attention to the messages you're receiving and choosing which ones you want to absorb. Feel the roots of burnout shrinking as you do!

Day 1: TV/Movies

What messages do you see in movies and TV shows about what it means to be a woman? A mother? What do you see about your field of work? About being busy, tired, or overwhelmed?

Take note of what you notice and answer these questions:

What were the overall messages that you noticed?

Do you agree with them? Are they aligned with your core values?

How does this messaging show up in your choices or actions?

How might this messaging contribute to burnout for you?



Day 2: Social Media

What messages do you see on social media about what it means to be a woman? A mother? What do you see about your field of work? About being busy, tired, or overwhelmed? What are your friends and co-workers posting?

Take note of what you notice and answer these questions:

What were the overall messages that you noticed?

Do you agree with them? Are they aligned with your core values?

How does this messaging show up in your choices or actions?

How might this messaging contribute to burnout for you?



Day 3: Magazines, Blogs, & Podcasts

What messages do you see in magazines, blogs, and podcasts aimed at women? Mothers? Trade publications or articles about your field of work?

Take note of what you notice and answer these questions:

What were the overall messages that you noticed?

Do you agree with them? Are they aligned with your core values?

How does this messaging show up in your choices or actions?

How might this messaging contribute to burnout for you?



Day 4: News

What messages do you see in the news media about what it means to be a woman? A mother? What do you see about your field of work? About being busy, tired, or overwhelmed? What are the assumptions and supposed truths?

Take note of what you notice and answer these questions:

What were the overall messages that you noticed?

Do you agree with them? Are they aligned with your core values?

How does this messaging show up in your choices or actions?

How might this messaging contribute to burnout for you?



Day 5: Books

What messages do you see in books (fiction and non-fiction) about what it means to be a woman? A mother? What do you see about your field of work? About being busy, tired, or overwhelmed? Even if you don't read much, take a look at book titles in a store or online.

Take note of what you notice and answer these questions:

What were the overall messages that you noticed?

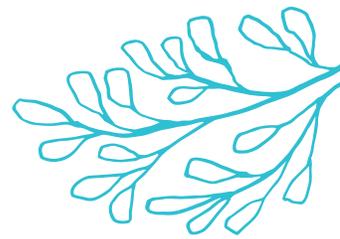
Do you agree with them? Are they aligned with your core values?

How does this messaging show up in your choices or actions?

How might this messaging contribute to burnout for you?



YAY OR NAY



TIME: 5-10 MINUTES/DAY FOR 2 WEEKS

PURPOSE: TO EXPLORE ALIGNED AGREEMENT AND PARTICIPATION

The instructions for this exercise are pretty simple: for one week, you'll say "yes" to everything someone asks you to do or participate in. The following week you'll say "no" in the same fashion. Simple...but perhaps not easy.

This exercise creates a deep awareness of how our programming shows up in our actions, shining a bright spotlight on the ways we tend to agree to things we don't want to do, as well as our tendency to shy away from things we may want to do but feel we shouldn't. You may find saying yes or no to everything is very uncomfortable emotionally.

I would never say I'm trying to make you uncomfortable, but that's rather the point! At the end of each day you'll do a quick reflection. Use this time to explore your emotional reactions and notice how the answers you would normally have given may be contributing to burnout.

At the end of the exercise, you'll be asked to reflect on how it felt to give an answer that was genuine versus one that was false. See if you can identify a specific feeling in your body that tells you "yup, this is a true choice for me," or "I'm not choosing from a place of alignment right now." These feelings can help you make future choices that are aligned with your own values, instead of based on cultural conditioning. And that's a great fire-fighting technique!

Please note: I'm not suggesting that you should agree to anything that is unsafe for you, physically or psychologically. I do encourage you to follow the exercise even if it's uncomfortable, though--you'll learn so much more by leaning into this discomfort than by turning away from it. Use your sound judgement to determine the difference between dangerous and uncomfortable.

DAILY REFLECTION

Week 1, Day 1

What did you say yes to today? Make a quick list, then answer these questions about each thing:

Would you have usually said yes to each of these things?

Did you want to say yes to them?

How did it feel to agree to each of these things?

DAILY REFLECTION

Week 1, Day 2

What did you say yes to today? Make a quick list, then answer these questions about each thing:

Would you have usually said yes to each of these things?

Did you want to say yes to them?

How did it feel to agree to each of these things?

DAILY REFLECTION

Week 1, Day 3

What did you say yes to today? Make a quick list, then answer these questions about each thing:

Would you have usually said yes to each of these things?

Did you want to say yes to them?

How did it feel to agree to each of these things?

DAILY REFLECTION

Week 1, Day 4

What did you say yes to today? Make a quick list, then answer these questions about each thing:

Would you have usually said yes to each of these things?

Did you want to say yes to them?

How did it feel to agree to each of these things?

DAILY REFLECTION

Week 1, Day 5

What did you say yes to today? Make a quick list, then answer these questions about each thing:

Would you have usually said yes to each of these things?

Did you want to say yes to them?

How did it feel to agree to each of these things?

DAILY REFLECTION

Week 2, Day 1

What did you say no to today? Make a quick list, then answer these questions about each thing:

Would you have usually said no to each of these things?

Did you want to say no to them?

How did it feel to disengage from each of these things?

DAILY REFLECTION

Week 2, Day 2

What did you say no to today? Make a quick list, then answer these questions about each thing:

Would you have usually said no to each of these things?

Did you want to say no to them?

How did it feel to disengage from each of these things?

DAILY REFLECTION

Week 2, Day 3

What did you say no to today? Make a quick list, then answer these questions about each thing:

Would you have usually said no to each of these things?

Did you want to say no to them?

How did it feel to disengage from each of these things?

DAILY REFLECTION

Week 2, Day 4

What did you say no to today? Make a quick list, then answer these questions about each thing:

Would you have usually said no to each of these things?

Did you want to say no to them?

How did it feel to disengage from each of these things?

DAILY REFLECTION

Week 2, Day 5

What did you say no to today? Make a quick list, then answer these questions about each thing:

Would you have usually said no to each of these things?

Did you want to say no to them?

How did it feel to disengage from each of these things?

FINAL REFLECTIONS

End of Week 2

Was it easier to say yes, or no? Why do you think this is?

Did you notice how it felt to give a genuine answer?
Describe the feeling, physically and/or emotionally.

Did you notice how it felt to give a false answer (one you didn't really want to give)? Describe that feeling.

WATCH YOUR MOUTH

TIME: 5-10 MINUTES/DAY FOR 1 WEEK

PURPOSE: TO INCREASE AWARENESS OF HOW YOU MAY UNINTENTIONALLY PERPETUATE BURNOUT & CREATE A BELIEF SYSTEM THAT SUPPORTS HEALING

Even though no one wants to feel the overwhelming exhaustion and emptiness that characterize burnout, you may be inviting it into your life without realizing it. Women do this in several ways; one of them is with language

This week, pay attention to what you say about burnout, tiredness, time, energy, busyness, and any other things you feel are related to the burn (motherhood, your profession, etc).

Make a list of the things you find yourself saying over and over. Some of my old favorites were: there's never enough time, I am so tired, and I have so much to do.

What comes out of your mouth offers you a mirror, reflecting your current beliefs. In a rather cruel twist of fate, the more you say something, the more deeply you will believe it's true. So while you may feel legitimately exhausted, saying so out loud only serves to make you more drained.

Becoming aware of what you say will help you see the beliefs that are holding your feet to the fire, and create an opportunity to craft new beliefs. And that's what this exercise is all about!





Spend the week noting your 'favorite' sayings. Think about how you feel when you say these things, out loud or to yourself! I'd bet that saying "I'm exhausted" doesn't lead to feeling any better. In fact, you may notice that the more you say these things, the more overwhelmed you feel by the apparent truth of them. Hence the next step in our exercise...

Once you have your list of current statements, let's revise them. You're going to create something new to say, something that will shift your focus and perspective to avoid perpetuating burnout. Once you have your list of new statements, start correcting yourself. When you catch yourself saying (or thinking!) "I'm so tired," simply catch yourself and rephrase--I have enough energy for the task in front of me. Don't get all judgey on yourself, just make the correction and move on. You'll have to do this many times; know that this is part of the process of rewriting a belief.

When you craft a new statement, *it needs to be something you actually believe*. Slapping on your rose-colored glasses and simply saying the opposite of your current statements won't work (perhaps you've tried that already?). It's often helpful to focus on the current moment, using statements like "I have enough energy for the task in front of me," or "I have all the time I need to complete the next item on my list." You might have to play around a bit to find the revision that feels true, but it's important that you can buy into your new statement. No matter how burned out you get, your BS meter remains functional. You can't lie your way to feeling better!

What you *can* do is slowly but surely start recognizing that you can handle what's going on in your life. You can stop expecting to be exhausted, overwhelmed, and behind the 8-ball. You will always get what you expect in life, and this exercise will help you raise your expectations so that you feel comfortable and confident, instead of charred and crispy.

List your current beliefs in the first column and your revised belief to the right. Remember to make your new belief one that feels real to you!

Statement or Belief	Revision
I'm so tired	I have enough energy for the task in front of me.

REFLECTION PAGE



REFLECTION PAGE



REFLECTION PAGE

