

404: Energy Not Found

A 30-minute guide to
navigating burnout.

Presented by **Gabrielle Beaulne**



Mental Health
Commission
of Canada

Commission de
la santé mentale
du Canada



Employee Profiles



55 hrs/week
Management position
Full calendar
Trusts their team

A



37.5 hrs/week
Reasonable calendar
Receives many urgent tasks
Values conflict

B



65 hrs/week
Executive authority
Meaningful work
Adequate staffing

C

What Is Burnout?



Energy



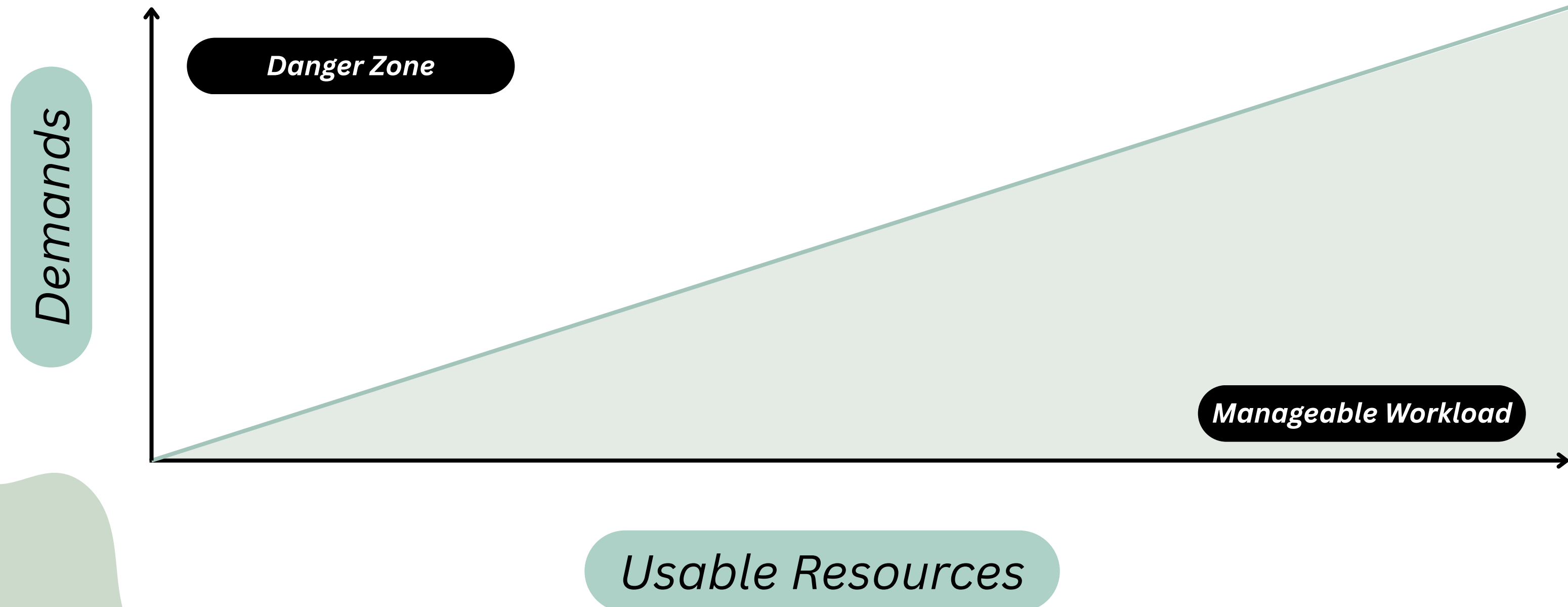
Relationships



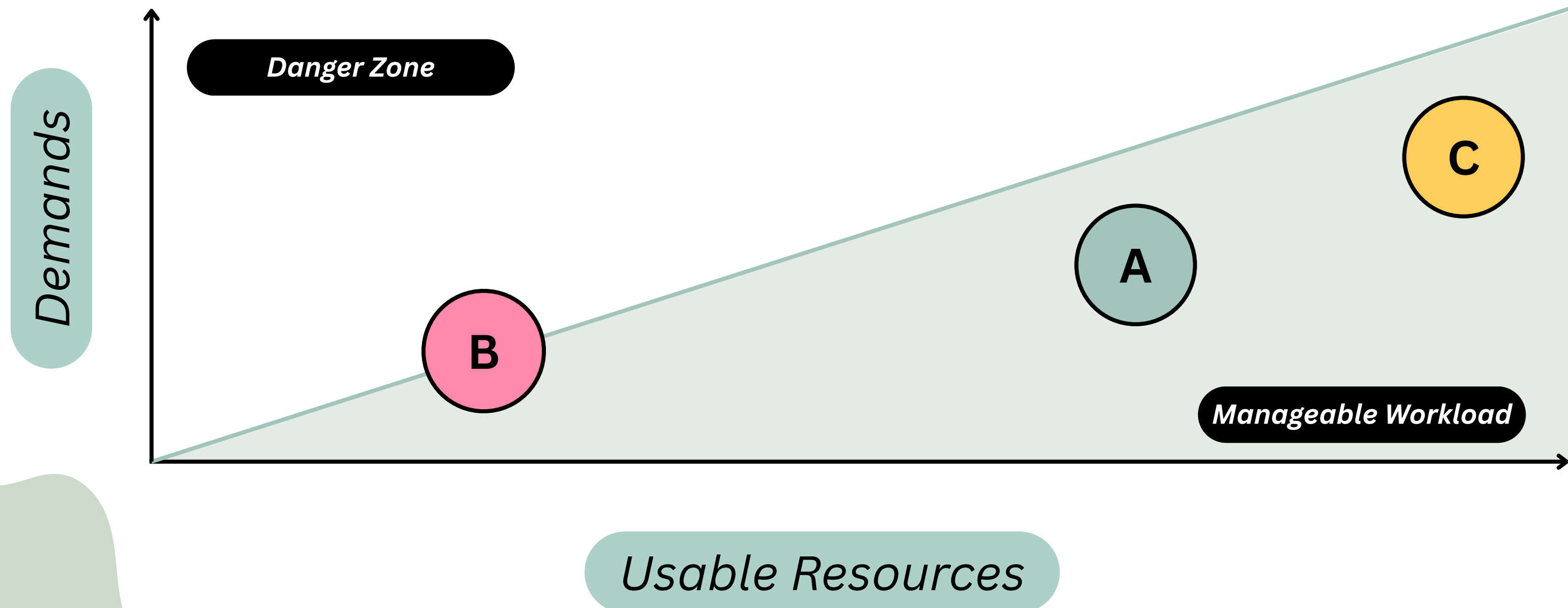
Efficacy



Demands vs. Resources



Demands vs. Resources



Burnout Bingo

Look for persistent changes in your operating pattern...

- Recovery debt
- Work expansion
- Cognitive drag
- Relational shift

One bad day is a fluke, but a changed pattern is valuable information.

WORKPLACE MENTAL HEALTH TOOL

BURNOUT BINGO

Mark the moments that have felt familiar recently.
Five in a row makes BINGO, and prompts you to perform a Pressure Pivot.

B	I	N	G	O
Opened email before getting out of bed	Worked through lunch	Re-read a simple email five times	Said yes without checking capacity	Felt tired before the day began
Took work stress home	Cancelled plans just to recover	Stopped caring about work you once valued	Needed the weekend to feel normal	Stayed online to appear available
Forgot a routine detail	Felt guilty taking a break	FREE SPACE "I am fine."	Used "busy" as the default answer	Avoided a small decision
Checked messages after hours	Felt irritated by a normal request	Added work because asking for help felt harder	Worked longer for the same result	Felt cynical in a meeting

RESILIENCE

Can help someone carry weight.

It cannot create:

TIME
AUTHORITY
STAFFING
FAIRNESS
SAFETY



Caring for Yourself

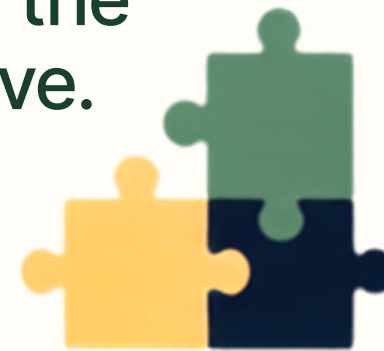


STOP

Remove, pause, delay, or trade off one hindrance demand.

SHAPE

Redesign one part of the work while keeping the objective.

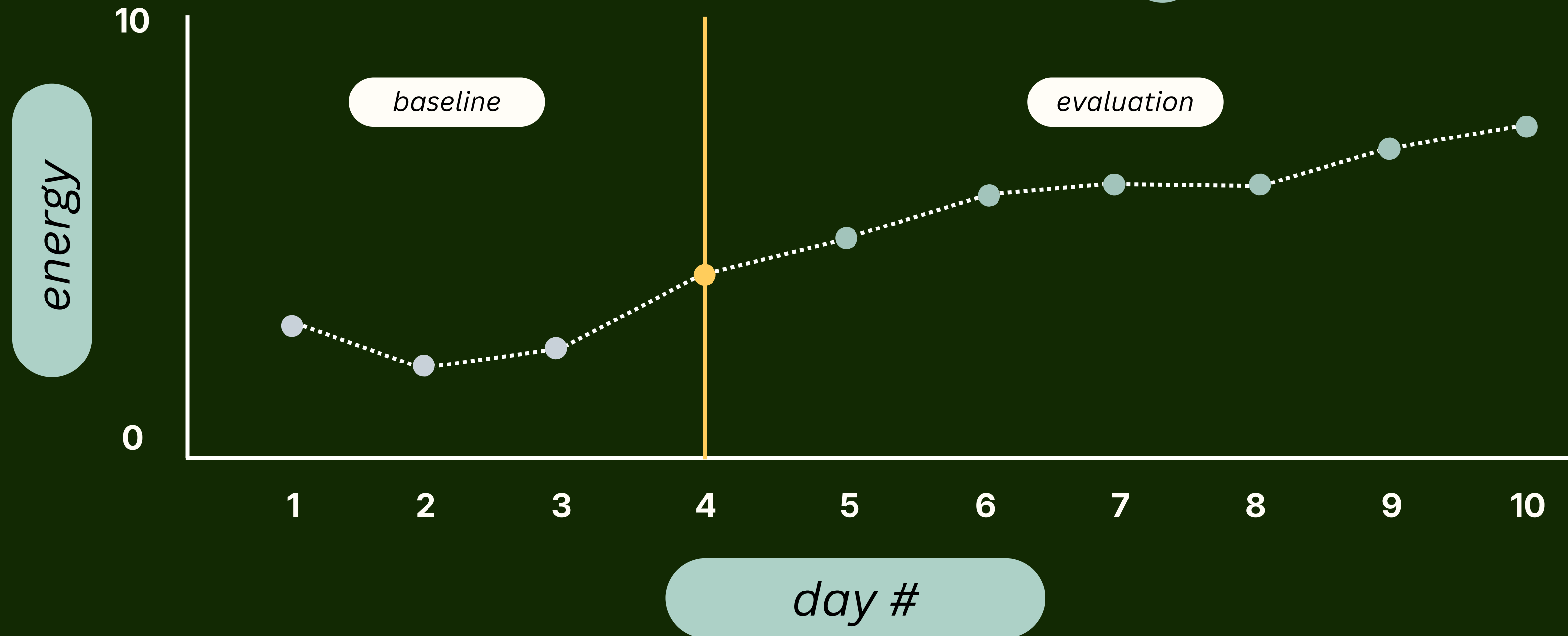


SHIELD

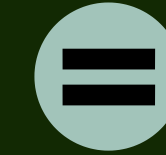


Protect one specific boundary that preserves capacity.

Pressure Pivot



Steady increase
Keep the change, make it normal practice.



No change, or steady decrease
Test a different source of pressure.



Rise, then fall
Identify support needed.

Caring for Others

L

Locate

Name the change.

O

Open

Invite their view.

A

Ask

Find the pressure point.

D

Do

Transfer or connect.





“

”

DON'T

DO

You need a break



I have noticed you have been carrying more than usual. How is it affecting you?

Try to set boundaries



Which expectation is hardest to contain, and who would need to support a change?

Everyone is overwhelmed



What is making this unmanageable for you right now?

Let me know if you need anything



I can take the notes for Thursday's meeting. Would that help?



Take care of your energy

You deserve balance

Start small today! 

